

Goodwood is committed to promoting an inclusive and diverse workforce. We are committed to a fair and consistent pay and reward process at all levels across our group of businesses.

This report sets out each of Goodwood’s five gender pay gap results covering the six key metrics required for effective gender pay gap reporting:

- The proportion of men and women in each of the four quartile pay bands
- The difference in the mean pay of men and women, expressed as a percentage
- The difference in the median pay of men and women, expressed as a percentage
- The difference in mean bonus pay of men and women, expressed as a percentage
- The difference in median bonus pay of men and women, expressed as a percentage
- The proportion of men and women who received a bonus pay

Some details to note:

- It is important to note that “gender pay gap” is different to “equal pay”, which is the difference between men and women who carry out similar jobs.
- At a group level in 2022, female Executive Directors made up 33% of the Board and our ambition is to increase this to 40% in line with the target set by the FTSE Women Leaders.
- The Group comprises a number of companies operating in different business sectors and with differing internal business structures. This report spans across all of those varying factors and for that reason, may not detail a comprehensive picture of each Group company.
- We are working towards tackling those areas with a more distinct gender pay gap through family friendly policies that encourage women back to work following maternity leave, management development programmes to encourage progression into more senior roles and an annual review of our bonus scheme and who it affects. We will also continue to collate and use our people data to measure our progress on retention, recruitment, and development. Reporting our gender pay gap is a key metric that tracks our progress.

Signed by Chris Woodgate CEO

Company	Mean gender pay gap in hourly pay (%)	Median gender pay gap in hourly pay (%)	Mean bonus gender pay gap (%)	Median bonus gender pay gap (%)	Proportion of males receiving a bonus (%)	Proportion of females receiving a bonus (%)	Proportion of staff in each quartile							
							Lower quartile		Lower mid quartile		Upper mid quartile		Upper quartile	
							Male (%)	Female (%)	Male (%)	Female (%)	Male (%)	Female (%)	Male (%)	Female (%)
Estate	15.40	10.32	51.68	15.79	51.61	42.94	60	40	41	59	64	36	55	45
GRRC	- 17.72	- 5.26	49.21	17.44	46.21	60.47	41	59	56	44	31	69	56	44
Hotel	19.24	8.25	78.08	4.25	38.46	42.99	32	68	40	60	36	64	36	64
Club	- 0.31	- 1.24	- 22.55	10.74	37.38	29.49	56	44	72	28	67	33	59	41
RC	43.57	33.46	65.54	8.81	76.47	88.89	29	71	29	71	29	71	71	29

The quartiles show the proportion of male and female full-pay relevant employees in four pay bands. To calculate the bands we have ranked the full-pay relevant employees from highest to lowest paid, divided these into four equal parts and calculated the percentage of men and women in each of these quartiles.