

Introduction

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 gender pay gap results across our five main companies, measured using the six key metrics required for effective gender gap pay reporting. This includes:

- 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

Commentary

- 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 for 2024, female Executive Directors made up 40% of the Board which is 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

	Estate	GRRC	Hotel	Club	RC	Av.
Mean Gender Pay Gap in Hourly Pay	37.12	18.42	16.71	8.17	43.49	24.78
Median Gender Pay Gap in Hourly Pay	8.42	6.33	1.35	3.05	3.72	4.57
Mean Bonus Gender Pay Gap	64.75	52.18	79.50	11.43	72.11	55.99
Median Gender Bonus Pay Gap	12.08	13.16	31.92	6.00	20.18	16.67
Proportion of males who got bonus payments	58.54	39.25	41.77	63.04	80.00	56.52
Proportion of females who got bonus payments	51.27	74.39	48.23	63.16	83.33	64.08

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.

Quartile Pay Bands	Estate	GRRC	Hotel	Club	RC	Av.
<u>Lower quartile</u>						
Males	56.60	30.23	25.00	60.00	62.50	46.87
Females	43.40	69.77	75.00	40.00	37.50	53.13
<u>Lower middle quartile</u>						
Males	35.19	43.18	39.39	61.54	25.00	40.86
Females	64.81	56.82	60.61	38.46	75.00	59.14
<u>Upper middle quartile</u>						
Males	60.38	34.09	27.27	56.00	37.50	43.05
Females	39.62	65.91	72.73	44.00	62.50	56.95
<u>Upper quartile</u>						
Males	56.60	52.27	48.48	76.00	75.00	61.67
Females	43.40	47.73	51.52	24.00	25.00	38.33

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.

Signed by Adam Waterworth CEO