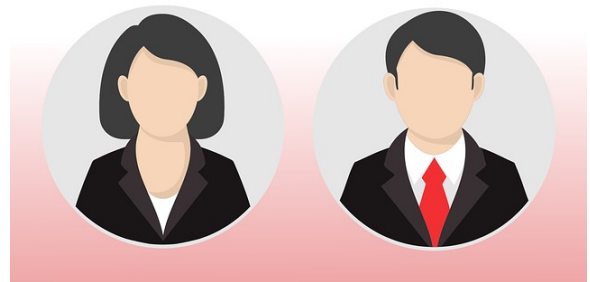


2018 Gender Pay Gap Report

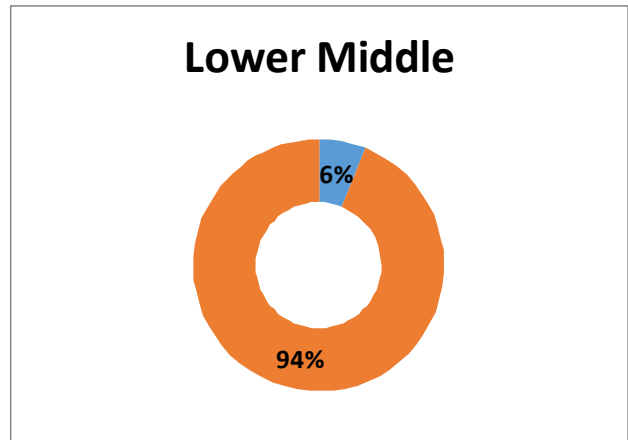
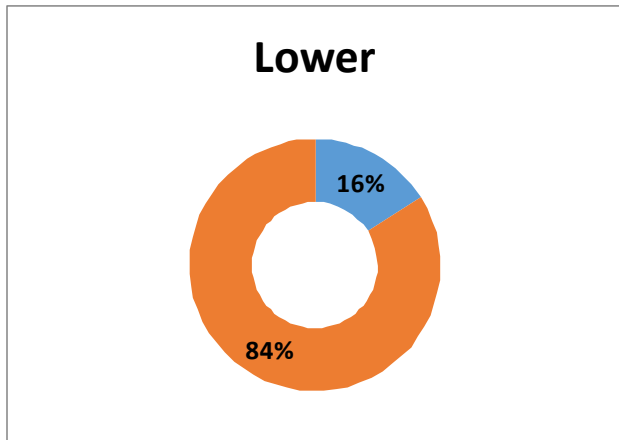
Omar Park Homes Limited has an enviable reputation for being the UK's leading manufacturer of park homes and luxury lodges. Established in 1965, Omar sets the industry standard for quality, design and innovation. This Gender Pay Gap Report is based on data as at 5th April 2018. At this date, Omar employed 436 staff with 387 (89%) being male and 49 (11%) being female.

Our Pay and Bonus Gender Gap is as follows:

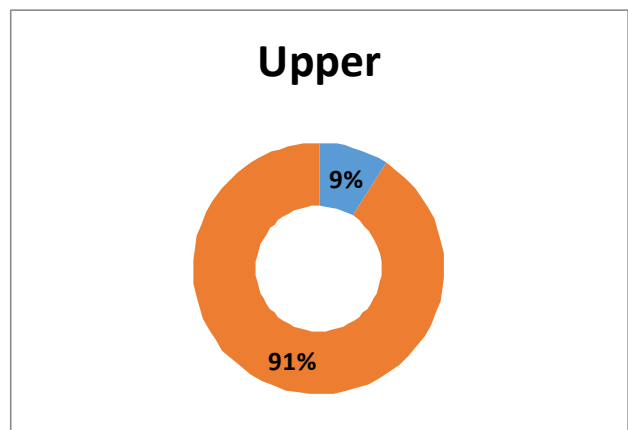
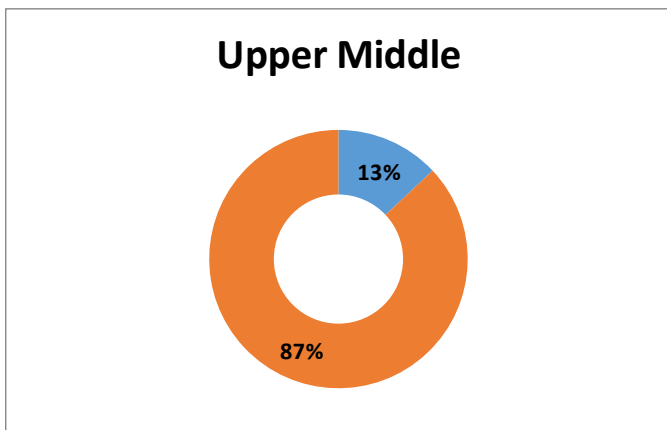
	Mean	Median
Pay	3%	0%
Bonus	-33%	-67%



The Proportion of males/females in each quartile pay band is as follows:



Male Female



Commentary:

- * The 2018 National Average (Median) Gender Pay Gap in the UK is 17.9%
- * Omar's Gender Pay Gap has increased from a negative value to 3% in 2018. This is mainly driven by a few higher level roles, previously held by female employees, being replaced with male candidates. Given the lower overall number of female employees, these have a direct impact on the calculations.
- * Omar operates a company-wide standard summer bonus scheme, based on achievement of core company objectives. We also have a number of performance based or discretionary bonus schemes for employees in senior roles, sales roles or key business roles. These schemes pay based on an individual's achievements relevant to their role and is, therefore, driving the higher overall bonus payment to women.
- * Although it continues to be difficult to find female candidates with the skills required for our industry, in the last 12 months 15% of our hires have been female, a slight improvement on our overall ratio of female employees.
- * We have started to work actively with local schools to promote careers that help us demonstrate the variety of roles our industry can offer to females.
- * We have seen a positive change in our culture in relation to flexible working—we have seen an increase in employees requesting flexible arrangements to fit around their family commitments.
- * We have introduced a leadership development programme to help develop future talent for the business. 40% of the participants are female which, given the ratio of male to female employees in the business, shows a real commitment to future opportunities for female employees.
- * We are confident that our gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather, the pay gap is the result of the roles in which men and women work within the company and the compensation levels that these roles attract.

I, Karen Wilson, Group HR Director, confirm that the information in this statement is accurate.

Signed: *Karen Wilson*

Date: 1st April 2019