

Travelopia

GENDER PAY GAP

2019



TRAVELOPIA 2019 GENDER PAY GAP REPORT



Andy Duncan
CEO, Travelopia

I am please to be able to share with you our Gender Pay Gap Report for the year April 2018 – April 2019.

The Travelopia Group continues to change shape and evolve, and the past year has seen the acquisition of Enchanting Travels, and the divestment of our North American Education businesses.

Our commitment to diversity and inclusion has not changed; we are a vibrant business with ambitious growth plans, and those plans are underpinned by our commitment to helping every one of our employees realise their potential.

We've made great progress against our action plan since the last report. The past year has seen the launch of our global Learning platform, providing learning opportunities to every one of our employees wherever and whenever they need, and our refreshed Sales and Marketing development programmes.

It was also our first year with a fully operational Global Talent Team, and where all of our vacancies across the Group were advertised for internal applications. We also launched the new quarterly performance reviews, ensuring every employee receives the support and feedback they need in order to do the best job they can do.

I confirm that the gender pay gap data contained in this report for Travelopia Holdings Limited and its group of companies in the UK is accurate and has been produced in accordance with the guidance on managing gender pay developed by the Arbitration and Conciliation Service (ACAS).


Andy Duncan, CEO



3.75% ↓ Down 6.21%
from April 18
.....
Median Gender Pay Gap April 2019



11.9%
.....
**UK Median
Pay Gap**



The median gap better represents the experience of the “average” employee when it comes to pay - as it’s not skewed by outliers. **Our median gender pay gap has continued to narrow.**



20.88% ↑ Up 0.75% from
April 18
.....
Mean Gender Pay Gap April 2019



Pay gap includes basic pay plus any allowances, and any bonus pay received at the snapshot date. Employees on long term leave at this date (e.g. maternity or long-term sick) are not included.



52.81% ↓ Down 22.91%
from April 18
.....
Median Bonus Gap April 2019



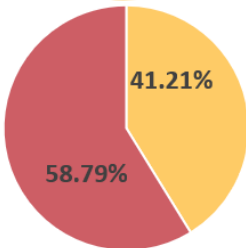
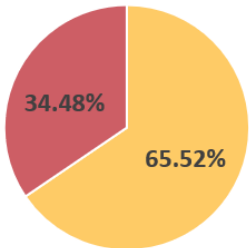
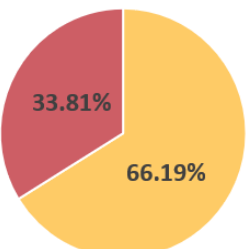
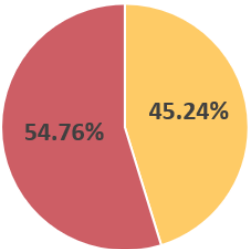
Bonus gap includes those on leave and covers the period April 2018 - April 2019. It includes management bonuses, commissions, and referral bonuses. It's not adjusted to account for part time workers.

TRAVELOPIA 2019 OUR GROUP DATA

The information below relates to the consolidated data for all employees working for UK Travelopia Group companies.

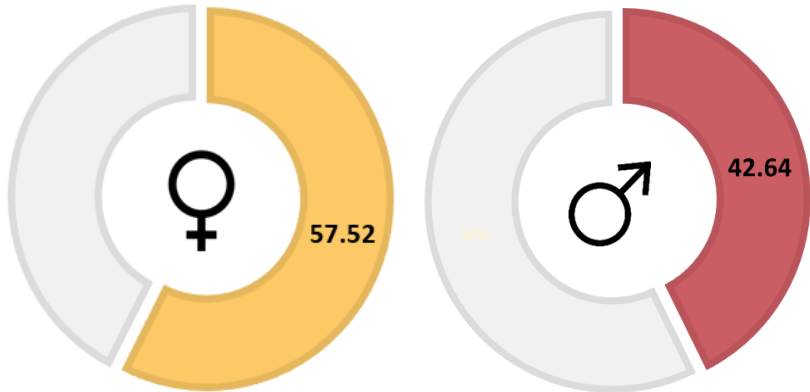
Mean and Median Pay and Bonus		
	Mean	Median
Gender Pay Gap	20.88%	3.75%
Gender Bonus Gap	52.81%	38.61%

Proportion of Men and Women in each pay quartile	
Lower	Lower Middle

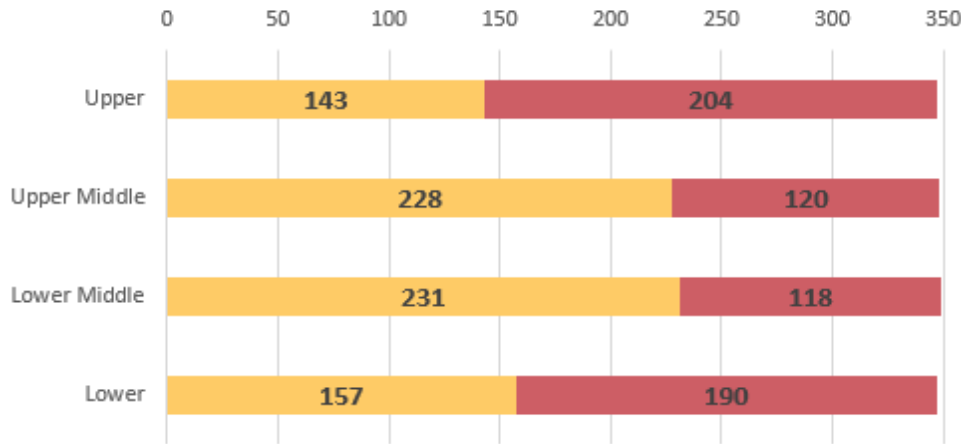


Upper Middle	Upper
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Proportion of Men and Women receiving a bonus



Number of Men and Women in each pay quartile



Key:  Female  Male

Mean and Median Gender Pay Gap

The difference between the mean (average) and median (middle) hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees.

Mean and Median Bonus Gap

The difference between the mean (average) and median (middle) bonus pay paid to male relevant employees and that paid to female relevant employees. Bonus pay includes incentive and commission payments, profit sharing and share incentives.

Bonus Proportion

The proportions of male and female relevant employees who were paid bonus pay during the relevant period.

Quartile Pay Bands

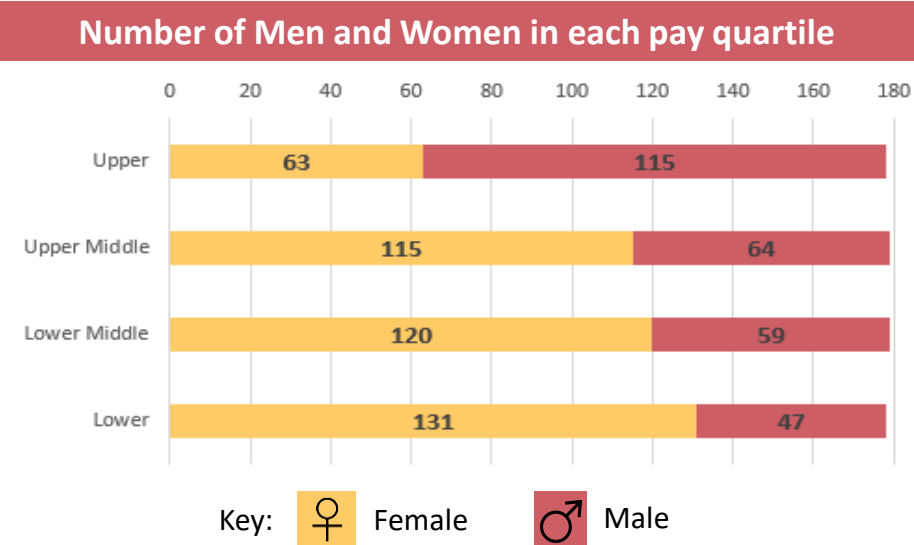
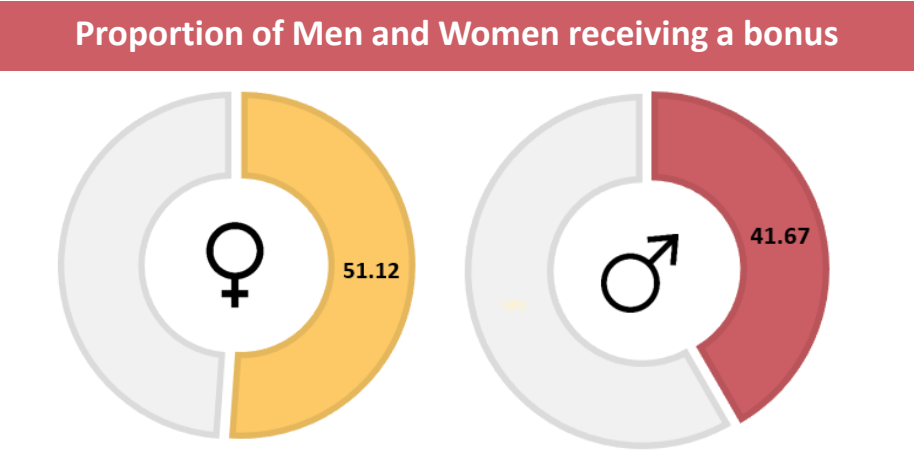
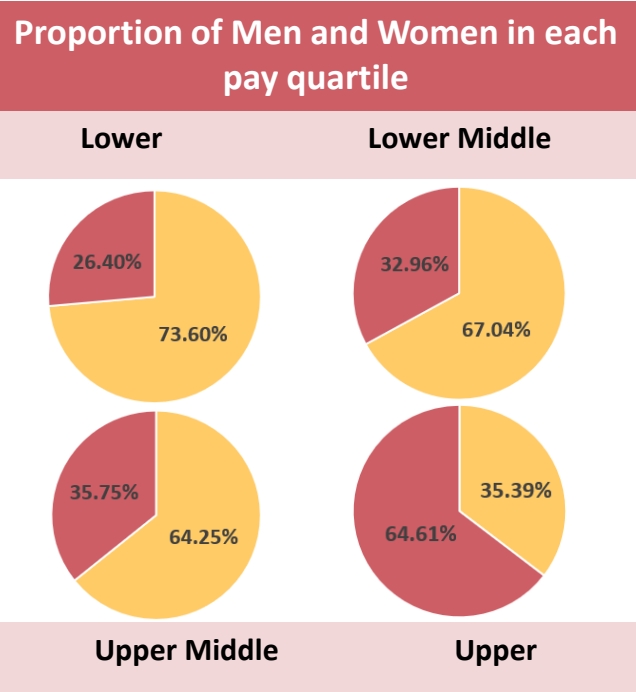
The proportions of male and female full-pay relevant employees (part and full time staff receiving their regular salary in the month to April 2018) in the lower, lower middle, upper middle and upper quartile pay bands.

TRAVELOPIA 2019 STATUTORY DISCLOSURE

Below are the figures we are obliged to report and these have also been published on the Government’s Gender Pay Gap reporting website.

This data relates solely to those employees who are directly employed by Travelopia Holdings Limited and does not include any of the other companies within the Travelopia Group.

Mean and Median Pay and Bonus		
	Mean	Median
Gender Pay Gap	36.40%	26.93%
Gender Bonus Gap	61.28%	57.00%



Mean and Median Gender Pay Gap

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Bonus Proportion

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Quartile Pay Bands

The proportions of male and female full-pay relevant employees (part and full time staff receiving their regular salary in the month to April 2018) in the lower, lower middle, upper middle and upper quartile pay bands.

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