

Travelopia

GENDER PAY GAP

2022



TRAVELOPIA 2022 GENDER PAY GAP REPORT



Andy Duncan
CEO, Travelopia

I am pleased to be able to share our Gender Pay Gap Report for the year April 2021 – April 2022.

This data is a moment in time view taken on April 5th 2022.

Much has changed since we last shared our Gender Pay Gap Report in 2020. Travelopia was heavily impacted by the Covid pandemic requiring us to take the very difficult but necessary actions to reduce the size of our teams permanently) and take some temporary measures (reduced pay, UK furlough scheme etc.) – the early impact of this was reflected in our 2020 report. In 2021 our reduced team size meant we didn't even reach the headcount threshold numbers required to report our Gender Pay Gap, so year-on-year progress is impossible.

I am pleased to say that as global travel restrictions have lifted, we are returning to operations and rebuilding our teams. As we rebuild, our commitment to diversity and inclusion has not changed; we are a vibrant business with ambitious growth plans, and these plans are underpinned by our commitment to helping every one of our employees realise their potential. I look forward to sharing our progress in future reports

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



8.96%

Median Gender Pay Gap April 2022



14.9%

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.



20.54%

Mean Gender Pay Gap April 2022



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, long-term sick or furlough) are not included.



49.04%

Median Bonus Gap April 2022



Bonus gap includes those on leave and covers the period April 2021 - April 2022. It includes management bonuses, commissions, and referral bonuses. It's not adjusted to account for part time workers.

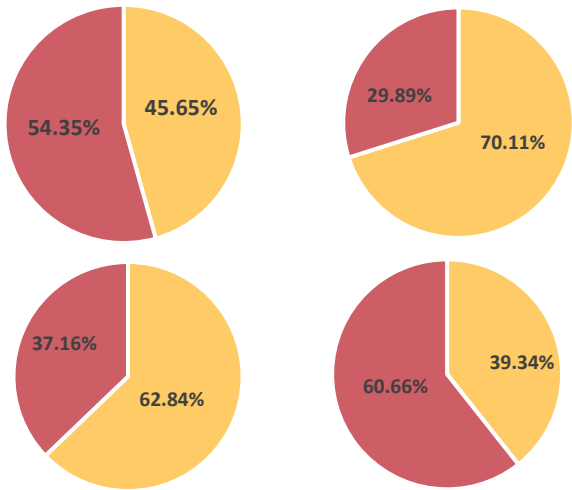
TRAVELOPIA 2022 STATUTORY DISCLOSURE

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

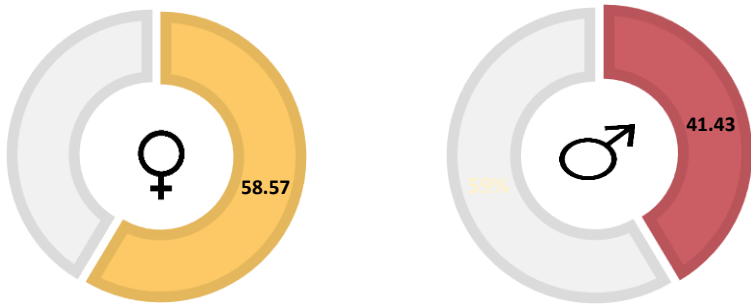
This data relates solely to those employees who are directly employed by Travelopia Holdings Limited and does not include any of the other companies within the Travelopia Group or Data

Mean and Median Pay and Bonus		
	Mean	Median
Gender Pay Gap	20.54%	8.96%
Gender Bonus Gap	49.82%	49.04%

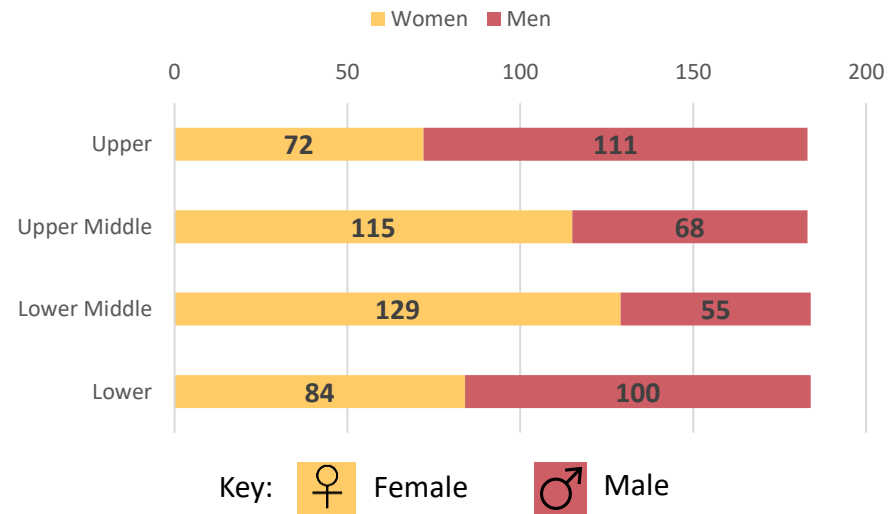
Proportion of Men and Women in each pay quartile	
Lower	Lower Middle



Proportion of Men and Women receiving a bonus



Number of Men and Women in each pay quartile



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 lower, lower middle, upper middle and upper quartile pay bands.

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