

Travelopia

# GENDER PAY GAP

2024



# TRAVELOPIA 2024 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 2023 – April 2024.

The scale and make up of our employees in the UK has changed as we have used the opportunity to embrace new ways of working and build global teams in new locations across the world.

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 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



16.89%

Median Gender Pay Gap April 2024



13.1%

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.



25.70%

Mean Gender Pay Gap April 2024



Pay gap includes basic pay plus any allowances, and any bonus pay received at the snapshot date.



- 0.74%

Median Bonus Gap April 2024

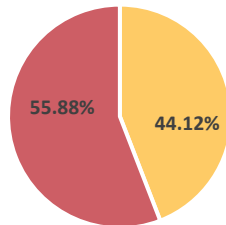
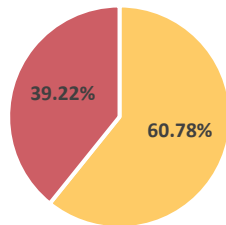
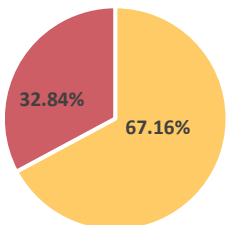
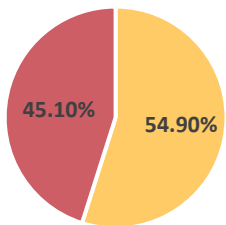


Bonus gap includes those on leave and covers the period April 2023 - April 2024. It includes management bonuses, commissions, and referral bonuses. It’s not adjusted to account for part time workers.

# TRAVELOPIA 2024 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.

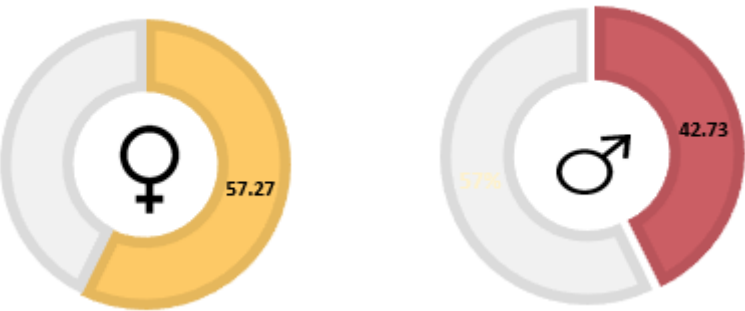
| Mean and Median Pay and Bonus                    |              |         |
|--------------------------------------------------|--------------|---------|
|                                                  | Mean         | Median  |
| Gender Pay Gap                                   | 25.70%       | 16.89%  |
| Gender Bonus Gap                                 | 28.49%       | - 0.74% |
| Proportion of Men and Women in each pay quartile |              |         |
| Lower                                            | Lower Middle |         |



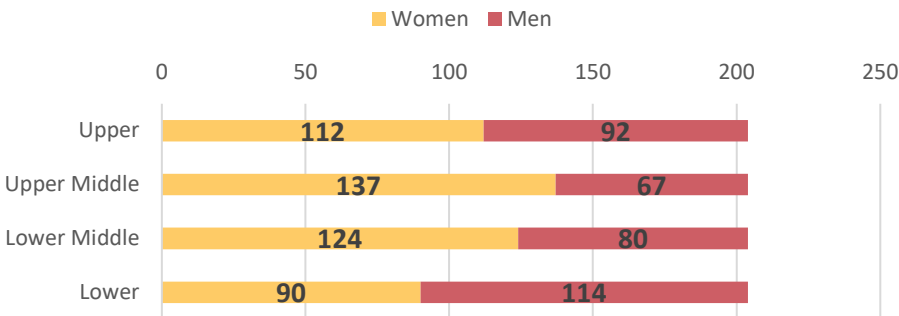
Upper Middle

Upper

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

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