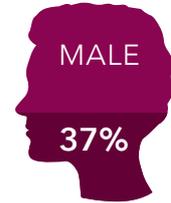


# Gender Pay Gap Report – 2017

"We're passionate about creating a diverse and inclusive place to work where our people can be inspired and empowered to create a future without limits.

We've built something truly unique at Travel Counsellors and there are no limits to what we can achieve together. Our people are what makes us special and they are what will drive our success in the future" – **Steve Byrne, CEO**

## OUR HEAD OFFICE COMMUNITY



## BONUSES AWARDED



The mean bonus paid to men is 24% higher than that for women



The median bonus paid to men is 28% higher than that for women



## OUR LEADERSHIP TEAM

46% of our Directors are female  
50% of our Senior Management are female



## OUR GENDER PAY GAP

(As of the snapshot date of 5th April 2017)

The mean hourly rate of pay for men is 32.8% higher than that of women

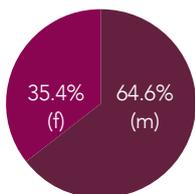


The median hourly rate of pay for men is 35.4% higher than that of women

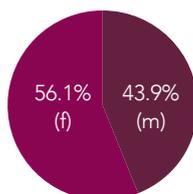


## PAY QUARTILES

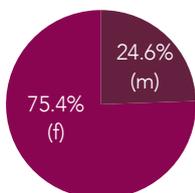
### UPPER



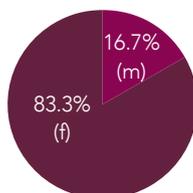
### UPPER MIDDLE



### LOWER MIDDLE



### LOWER



## OUR GENDER GAP EXPLAINED

Our gender pay gap is driven by the under-representation of women in highly skilled and specialist roles, notably in the Technology department, contrasted against a high concentration of females in junior and support roles in other parts of the business, which are traditionally lower salaried.

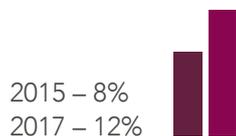
The Technology team has a strong proportion of male representation (88%), which is indicative of national trends across the sector and inspiring more women into Technology focused roles at Travel Counsellors is important to our continued success.

# CREATING A FUTURE WITHOUT LIMITS

Travel Counsellors is a pioneer of flexible and home-working in the UK and over the years has empowered hundreds of men and women to have the flexibility of balancing the needs of their career and business with their family and personal life.

We are passionate about inspiring our people to create a future without limits at Travel Counsellors and we are reducing the gender pay gap through the following:

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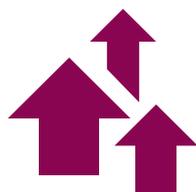
## WOMEN IN TECHNOLOGY

We're increasing female representation in our Technology Team, proactively encouraging female talent to develop a career in Technology at Travel Counsellors



## FLEXIBLE WORKING

We're continuing to promote our truly agile and flexible approach to working to demonstrate Travel Counsellors as an inclusive place to work.



## GOING ABOVE AND BEYOND

We have given our colleagues with children going to school for the first time an extra day's annual leave, so they can experience that special moment together. We are also accredited by the Living Wage Foundation, going that extra mile for colleagues financially.



## TOP TALENT

Our Talent Acquisition Strategy targets and encourages a diverse range of talent to apply for career opportunities at Travel Counsellors.



## INSPIRING THROUGH STORIES

Championing female talent across our communities by sharing inspiring stories about the legacy they are building.



## BUILDING FOR THE FUTURE

Developing upon our exceptional CSR strategy, we commit to building partnerships with our local communities to positively role model careers in Technology.

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### Useful Terms

**Gender Pay:** The gender pay gap is a snapshot of the difference between the average hourly pay levels of women compared to men, irrespective of their role or level in the organisation.

**Equal Pay:** This relates to the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman.

We confirm that the information and data reported are accurate and in line with the UK government's Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. - **Steve Byrne, CEO**