



## PGL Travel Ltd.

# 2018 Gender Pay Gap Report

At PGL Travel Ltd. we are committed to being an inclusive and diverse organisation where everyone can achieve their full potential.

### Pay and Bonus Gap

Difference between Men and Women		
	Mean	Median
Hourly Pay	<b>6.2%</b>	<b>0%</b>
Bonus Paid	<b>6.3%</b>	<b>27.2%</b>

The table above shows our overall mean and median hourly gender pay gap and bonus pay gap at the snapshot date of 5 April 2018 for pay and in the 12 month reference period up to 5 April 2018 for bonuses.

We are pleased that our 6.2% pay gap continues to compare favourably with the national average of 17.9% (Office for National Statistics, 2018) and confident that men and women are paid equally for doing the same or equivalent jobs across our business.

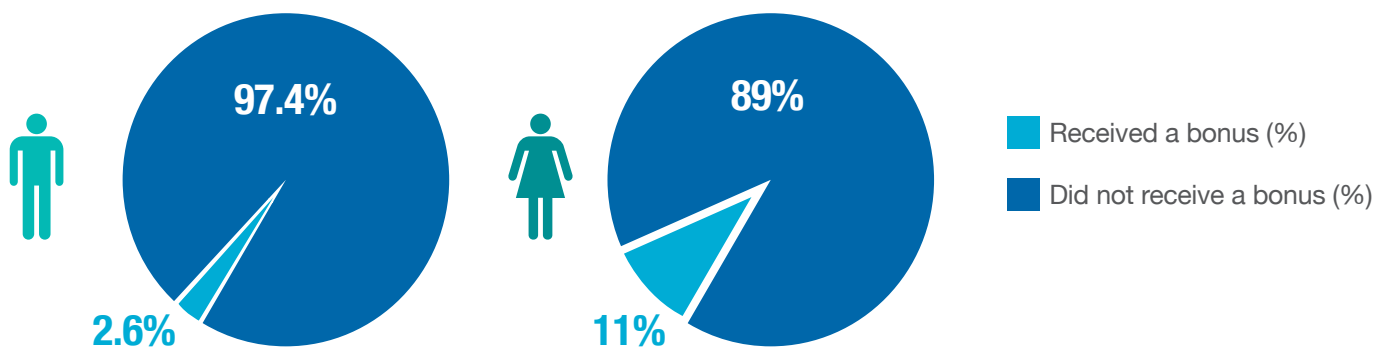
The reason for our gender pay gap is mainly because we continue to have a higher proportion of men than women in the most senior, higher paid roles, with the difference in salary largely due to time in role and skill set factors.

Overall, we employ high numbers of people earning the same rate of pay as each other, within a largely flat structure, hence a median pay gap of 0%.

The mean difference in bonus pay fell significantly this year. This is because in contrast to the 2016/17 figures, no salary-related annual bonus was paid in the year. The only people who received payments that qualified for this category this time were those earning commissions and other target-related earnings.

The Median variance in bonuses reflects the fact that although the highest commission payments were made to women overall, the range of bonus payments made to men was smaller, with a higher average than the range for women.

### Proportion of colleagues awarded a bonus for 2017



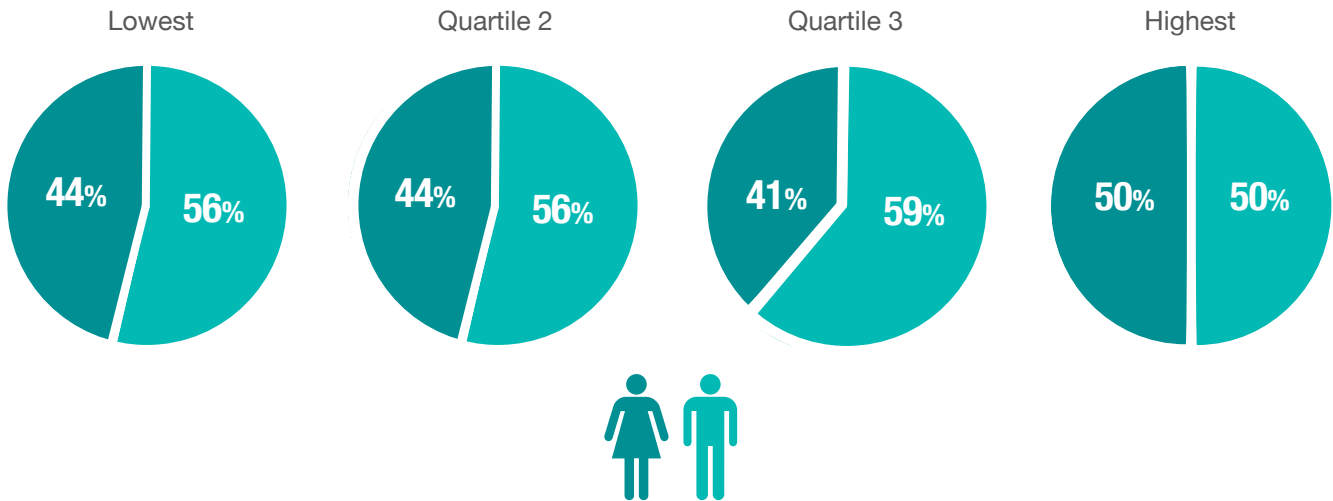
This shows a difference of 8.4% between the number of men and women paid a bonus in the year. Our analysis indicates this was because we had a higher proportion of women than men in roles that pay commissions and other target driven bonuses.



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## Pay Quartiles



The information above outlines our gender distribution across four equally sized quartiles, ranking from the lowest to highest paid roles. This indicates approximately equal proportions of male and female staff across each quartile, with the exception of quartile 3 where we have seen an increase in the proportion of males. This quartile includes roles such as chefs where we have had to adjust our wage structures due to market forces and which have tended to attract more men than women.

We are committed to fair pay irrespective of gender and will continue to regularly review our policies and practices, including proactively reviewing decisions related to annual pay and bonus awards.

I confirm the data reported is accurate.

**John Firth**  
Chief Executive  
April 2019