



## PGL Travel Ltd.

# 2019 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>4.15%</b>	<b>1.43%</b>
Bonus Paid	<b>23.97%</b>	<b>0.38%</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 2019 for pay and in the 12 month reference period up to 5 April 2019 for bonuses.

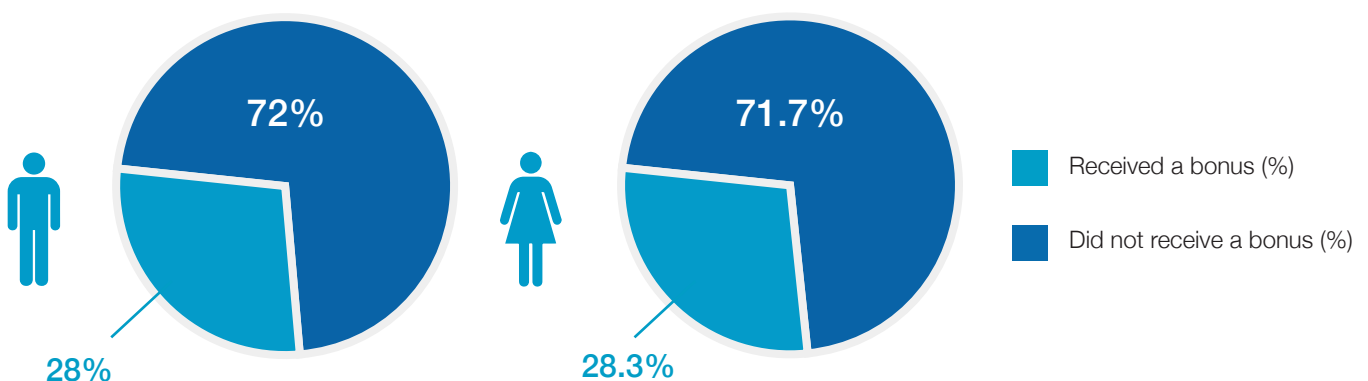
We are pleased that our 1.43% pay gap continues to compare favourably with the national average of 17.3% (Office for National Statistics, 2019).

The proportion of males and females paid a bonus or receiving commission payments was also closely matched, with slightly more females than males falling into this category (28% males and 28.3% Females). Furthermore, the median bonus rate was nearly identical between males and females (0.38% difference).

We are pleased to report that this means that our typical male and female workers are paid largely similar wages and receive largely similar bonus payments.

In respect of bonus payments, in contrast to 2017/18, the company paid a salary related annual bonus in the 2018/19 year and the mean difference in bonus pay of 23.97% was affected by salary related bonus payments for a smaller number of higher paid male workers.

### Proportion of colleagues awarded a bonus



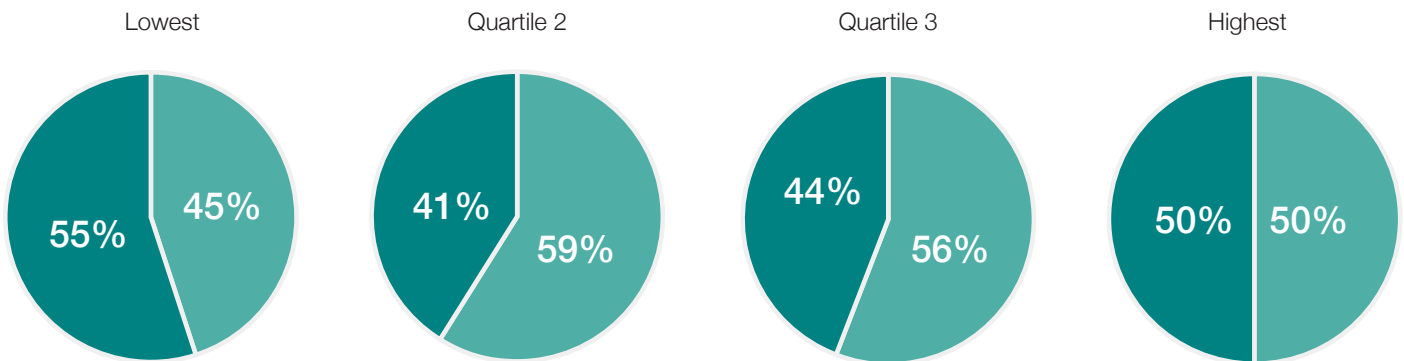


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## Pay Quartiles



The information above outlines our gender distribution across four equally sized quartiles, ranking from the lowest to highest paid roles. We are pleased to record that our highest paid top quartile remains as a 50:50 split between males and females and we have seen a 3% increase in the number of females in Quartile 3.

The number of females has also increased amongst the lowest paid staff in Quartile 1, however, we do not think this is a significant concern this year. The flat structures in our organisation mean that the difference in hourly pay between the lowest paid person in Quartile 1 and the highest paid person in Quartile 2 is only £4.63 per hour. Our roles in the lower Quartile 1 and 2 comprise mainly of Apprentices, support staff such as Housekeepers and Activity delivery staff. The numbers in both lower Quartiles combined shows a near even split of 52% Males and 48% females.

We are confident that men and women are paid equally for doing the same or equivalent jobs across our business, and the small difference in Median and Mean pay mainly reflects time in role and skill set factors for some individuals.

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

It should be noted that statistics this year will have been slightly affected by a change in company ownership in January 2019, resulting in the Directors of PGL Travel moving to the payroll of Midlothian Capital Partners. Director pay and bonuses therefore no longer feature in the PGL Travel report.

I confirm the data reported is accurate.

**John Firth**  
Chief Executive  
April 2020