

## Travel Republic Limited Gender Pay Gap Report 2018

### SUMMARY

From 2017, we as an organisation are required to publish and report specific figures about our gender pay gap in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Accordingly, this report sets out the required information about our gender pay gap as it stood at 5 April 2018.

Within the UK, the following employing entity is covered within this report:

- Travel Republic Limited (“**Travel Republic**”)

Travel Republic is part of dnata Travel Holdings UK Ltd and provides comprehensive travel services for individuals, companies and the travel trade. We manage everything from business and incentive travel to worldwide tour operations.

As an inclusive employer, diversity is a fundamental principle which underpins our operations.

### GENDER PAY GAP INFORMATION

The gender pay gap information that we are required to publish includes:

1. mean gender pay gap in hourly pay
2. median gender pay gap in hourly pay
3. mean bonus gender pay gap
4. median bonus gender pay gap
5. proportion of males and females receiving a bonus payment
6. proportion of males and females in each pay quartile

\* Calculation methods are in accordance with the governments requirements: <https://www.gov.uk/guidance/gender-pay-gap-reporting-make-your-calculations>

### RESULTS

#### 1. Mean Gender Pay Gap in Hourly Pay

|                 | Mean male hourly rate | Mean female hourly rate | Difference | Mean Gender Pay Gap in Hourly Pay |
|-----------------|-----------------------|-------------------------|------------|-----------------------------------|
| Travel Republic | £ 24.15               | £ 15.63                 | £ 8.52     | 35.29%                            |

#### 2. Median Gender Pay Gap in Hourly Pay

|                 | Median male hourly rate | Median female hourly rate | Difference | Median Gender Pay Gap in Hourly Pay |
|-----------------|-------------------------|---------------------------|------------|-------------------------------------|
| Travel Republic | £ 19.23                 | £ 13.52                   | £ 5.71     | 29.69%                              |

#### 3. Mean bonus Gender Pay Gap

|                 | Mean average male bonus | Mean average female bonus | Difference | Mean bonus Gender Pay Gap |
|-----------------|-------------------------|---------------------------|------------|---------------------------|
| Travel Republic | £ 396.61                | £ 304.37                  | £ 92.24    | 23.26%                    |

#### 4. Median bonus Gender Pay Gap

|                 | Median average male bonus | Median average female bonus | Difference | Median bonus Gender Pay Gap |
|-----------------|---------------------------|-----------------------------|------------|-----------------------------|
| Travel Republic | £ 262.49                  | £ 228.73                    | £ 33.76    | 12.86%                      |

#### 5. Proportion of Males and Females Receiving a Bonus Payment during the 12 months preceding 5th April 2018

|                 | Male bonus paid | Female bonus paid |
|-----------------|-----------------|-------------------|
| Travel Republic | 71.67%          | 75.45%            |

#### 6. Number of Male and Female employees in each quartile of the pay range as a percentage %

| Travel Republic                  |    |        |        |   |
|----------------------------------|----|--------|--------|---|
|                                  |    | Males  | Female | Description   |
| <b>Band A</b>                    |    |        |        | Includes all employees whose standard hourly rate places them at or below the lower quartile                      |
| <b>Male/Female quartile</b>      | in | 21     | 56     |   |
| <b>Male/Female quartile as %</b> | in | 27.27% | 72.73% |   |
| <b>Band B</b>                    |    |        |        | Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median |
| <b>Male/Female quartile</b>      | in | 15     | 50     |   |
| <b>Male/Female quartile as %</b> | in | 23.07% | 76.93% |   |
| <b>Band C</b>                    |    |        |        | Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile |
| <b>Male/Female quartile</b>      | in | 34     | 44     |   |
| <b>Male/Female quartile as %</b> | in | 43.6%  | 56.4%  |   |
| <b>Band D</b>                    |    |        |        | Includes all employees whose standard hourly rate places them above the upper quartile                            |
| <b>Male/Female quartile</b>      | in | 50     | 17     |   |
| <b>Male/Female quartile as %</b> | in | 74.63% | 25.37% |   |

Travel Republic recognises the valuable contribution female members of staff make to our success.

We are proud that women make up more than half the overall workforce and that we have women in senior positions across the business.

We are confident that our recruitment and remuneration policies are robust and that employees, male and female, are paid equally for doing equivalent jobs.

Travel Republic takes pride in the service that is offered to our suppliers and agent partners, and as such we seek employees on their ability, attitude and aptitude. All staff are given the opportunity to progress their careers through training and mentoring, regardless of gender.

I, John Bevan, CEO dnata Travel Europe, confirm that the information in this statement is accurate.

Signed

A handwritten signature in black ink, appearing to be 'J. Bevan', written in a cursive style.

Date: 01/04/2019