

For 20/21 reporting on the Gender Pay Government website, we are publishing Hotelplan Ltd and Inntravel as one PAYE Company. We are also voluntarily reporting results for Explore so we can continue to focus on the whole UK Group.

The following report shows the Gender Pay Gap across Hotelplan Limited & Inntravel and Explore UK at the "snapshot date" of 5 April 2020.

It shows the difference between the average earnings of men and women.

It is important to note that 'Gender Pay' is different to 'Equal Pay', which deals with the pay difference between men and women who carry out the same jobs, similar jobs or work of equal value. We are confident that we pay men and women the same for carrying out the same roles, and will of course always continue to do so.

Nicky Lyle, Group HRD, Hotelplan UK Group

'It has been an unprecedented couple of years for our business and sector. It would be disingenuous to ignore the fact that our focus has been on protecting our talented and experienced teams by utilising the furlough schemes we have access to in our operating countries. Now that we are switching up several gears operationally and our teams are unfurloughed from October, we will be able to realistically kick-start our people strategies in a different direction.'

Understanding the Gender Pay Gap

1. Pay and Bonus Gap

	Mean Gender Pay Gap	Median Gender Pay Gap
Hotelplan & Inntravel	20.70	17.20
Explore UK	10.90	4.10

	Mean Bonus Gender Pay Gap	Median bonus Gender Pay Gap
Hotelplan & Inntravel	65.20	0
Explore UK	11.40	0

* A negative number means the gap favours women

Proportion of men and women awarded a bonus for 2019/2020

	Proportion of Men Receiving a Bonus	Proportion of Women Receiving a Bonus
Hotelplan UK & Inntravel	32.90	41.60
Explore UK	11.40	23.10

2. Pay Quartiles

	Proportion of Males in each Quartile				Proportion of Women in Each Quartile			
	UQ	UMQ	LMQ	LQ	UQ	UMQ	LMQ	LQ
Hotelplan UK & Inntravel	52.20	29.20	30.40	20.80	47.80	70.80	69.60	79.20
Explore UK	62.50	33.30	33.30	33.30	37.50	66.70	66.70	66.70

Our thoughts on the period 2019/20

As our last report, we are sharing results from the total UK Group; including Inntravel and Explore - who have fewer than 250 employees. This gives us an opportunity to benchmark and create a shared goal of ensuring our combined workforce is gender balanced.

We feel that our reporting for this reference period is heavily skewed by furlough so we are going to work with our employees to understand what we are getting right and what we can really dial up.

Moving Forward We Are Embracing a Stronger Evidence Based Approach

- Ensure our employee proposition attracts and retains the best talent into the business and does not demonstrate any gender bias.
- This month we have just improved our family policies, increasing enhanced maternity and paternity pay to encourage choice.
- We plan to encourage more shared parental leave and review our policy in this area.
- We are also embedding new flexible hybrid working contracts to enable remote working and more choice for women and men.
- We plan to build our pipeline of future talent across the Group through stronger investment in learning and development this year.
- We will develop the use of structured interviews and skills assessments to remove unfair bias and consider impact of on-line selection processes.
- Positively ensure our pay and reward practices are gender neutral.
- Understanding what is important to our teams in this area.
- Sharing more real life career experiences and develop female coaches/mentors.

I confirm the data reported is accurate:

Nicky Lyle
Group HRD