



GENDER PAY GAP REPORT



GENDER PAY GAP AT KEY TRAVEL

Key Travel strives to provide a diverse and inclusive working environment - one where everyone is valued, rewarded fairly. We seek to provide development and flexibility in the workplace for all individuals.

What is the gender pay gap?

Gender pay gap reporting was introduced by the Government in 2017 in an effort to reduce the gender pay gap within a generation. Companies with more than 250 employees must publish their pay gap statistics before 5 April each year. Gender pay gap reporting shows the difference in average hourly pay that male and female employees received across **all jobs within an organisation**.

How does this differ from equal pay?

Where the gender pay gap measures the difference in the average pay between men and women, it looks at every job grouped together across the organisation, equal pay looks at the pay received by men and women who carry out the same job.

What does our gender pay gap report show?

Women represented 58% of our workforce in April 2018 and this number is rapidly increasing. However, we do have more women than men in our junior jobs and fewer women than men in our more senior jobs and this is the main influencer of our gender pay gap. A smaller portion of the pay gap relates to changes in our senior leadership team.

In the 12 months to April 2018 we **paid bonuses to 78% of our male employees and to 79% of our female employees**; however, due to the nature and seniority of the roles undertaken by men in the upper quartile of our roles, our bonus gender pay gap requires redress.

Our gender pay gap has also been influenced by changes in our senior leadership team.

Our Actions

Key Travel is committed to improving our gender pay gap and already enables all employees regardless of family circumstances to **apply for flexible working**. Many of our roles are available with **homeworking options**.

We also **hired four female senior leaders** into the organisation last year who fall into our upper quartile who joined after April 2018.

We are now working on a number of initiatives, including management and leadership and other development programmes to support the development of internal applicants to senior roles to improve the diversity spread across our workforce. We also review our bonus, commission and incentive plans annually.

Our statistics

Details of our statistics can be found on the [following/attached] infographics page.

GENDER PAY GAP 2018

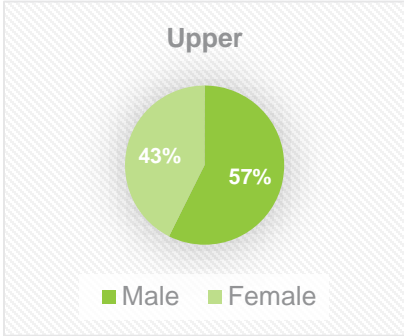
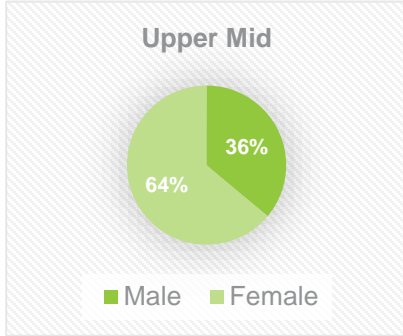
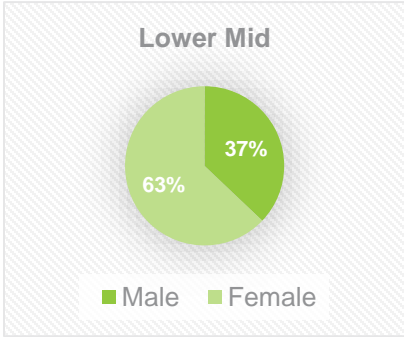
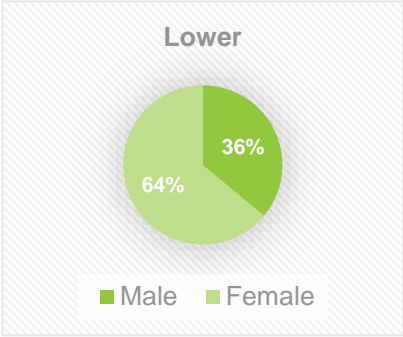
GENDER PAY GAP	%
Mean Pay Gap	38%
Median Pay Gap	13%
Mean Bonus Pay Gap	45%
Median Bonus Pay Gap	56%

The spread of male and female employees employed in junior and senior roles is the main contributor to our gender pay gap figures, particularly in relation to the upper quartile of employees.

Bonuses were paid to 78% of our male employees and 79% of our female employees. Due to the nature and seniority of the roles in which men are more prevalent, our bonus gender pay gap requires some redress.



% OF MALE & FEMALE EMPLOYEES BY QUARTILE



There are more women than men in the first three quartiles at Key Travel and women represent a larger portion of our workforce than men. Our upper quartile has a male gender bias of less than 8%