



# Gold Medal Travel Group PLC UK 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:

- Gold Medal Travel Group Ltd (“Gold Medal”)

Gold Medal 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 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
Gold Medal	£18.84	£14.28	£4.56	24.25%

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

	Median male hourly rate	Median female hourly rate	Difference	Median Gender Pay Gap in Hourly Pay
Gold Medal	£14.36	£10.52	£3.84	26.72%

### 3. Mean bonus Gender Pay Gap

	Mean average male bonus	Mean average female bonus	Difference	Mean bonus Gender Pay Gap
Gold Medal	£934.93	£658.26	£276.67	29.59%



#### 4. Median bonus Gender Pay Gap

	Median average male bonus	Median average female bonus	Difference	Median bonus Gender Pay Gap
Gold Medal	£816.59	£474.05	£342.54	41.95%

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

	Male bonus paid	Female bonus paid
Gold Medal	39.87%	45.00%

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

	Males	Female	Description
<b>Band A</b>			
Male/Female in quartile	38	92	Includes all employees whose standard hourly rate places them at or below the lower quartile
Male/Female in quartile as %	29.23%	70.77%	
<b>Band B</b>			
Male/Female in quartile	33	46	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
Male/Female in quartile as %	41.77%	58.23%	
<b>Band C</b>			
Male/Female in quartile	38	37	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
Male/Female in quartile as %	50.66%	49.34%	
<b>Band D</b>			
Male/Female in quartile	44	25	Includes all employees whose standard hourly rate places them above the upper quartile
Male/Female in quartile as %	63.76%	36.24%	



Gold Medal 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.

Gold Medal 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 read "John Bevan". The signature is stylized and written over a faint, circular watermark or background element.

Date: 01/04/2019