



APRIL 2024

# Gender Pay Gap Report





## Embracing our journey towards gender equity: a reflection of our core values

Welcome to our 2023 Gender Pay Gap report, providing an update on Travel Counsellors journey towards gender pay equity.

As we navigate this path, our core values of care and human remain at the forefront, guiding our efforts to continue nurturing a balanced and inclusive community.



# Introduction

Empowering people to be the very best they can be is at the very heart of everything we do here at Travel Counsellors, and this includes a determined and unwavering goal to continue to close the gender pay gap.

We're pleased to see tangible progress from previous years, and our focus on supporting and growing female talent, particularly in our Tech team, plays an essential part of growing our technology platform that supports Travel Counsellor business owners and colleagues to be the very best in the industry.

On this theme, our goal remains to not only honestly and transparently close the gender pay gap at all levels of our business, but also stand up on issues surrounding gender pay disparities amongst our friends and peers in the travel industry. Although a credible amount of work has been done, we must recognise, accept, and address in a real, human way that there will always be more to do.

We will continue on this journey, using vital insights from our DE&I report to guide our goals, and aim to show even further progress in the weeks and months to come, always with our core value of showing care to our colleagues, business owners and customers in mind, as we continue to create a special, growing and global company community with the foundation of fairness underscoring all we do.

*Steve Byrne*  
CHIEF EXECUTIVE



# A snapshot of our community

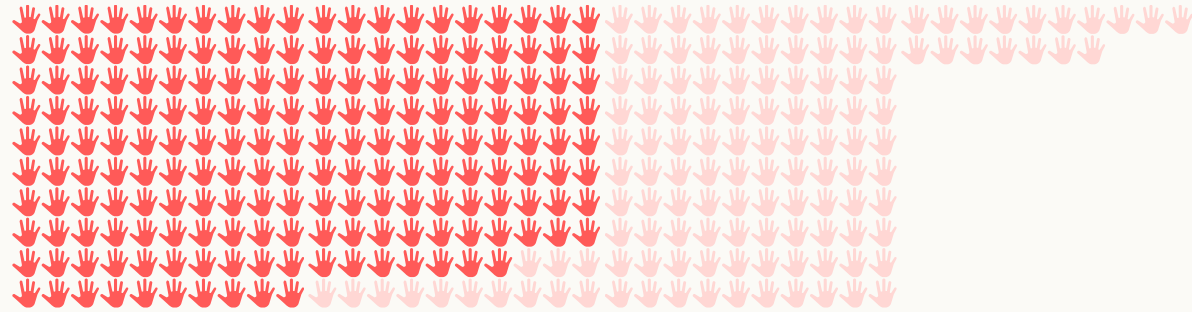
## Colleague Community



59%  
Female



41%  
Male



## Senior Leadership Community



59%  
Female

41%  
Male

## Executive Community



40%  
Female

60%  
Male

## Our Gender Pay Gap

The mean hourly rate of pay for men is **30.6%** higher than that of women.

The median hourly rate of pay for men is **30%** higher than that of women.

## Proportion of male & female colleagues awarded bonus

100%

90.6%

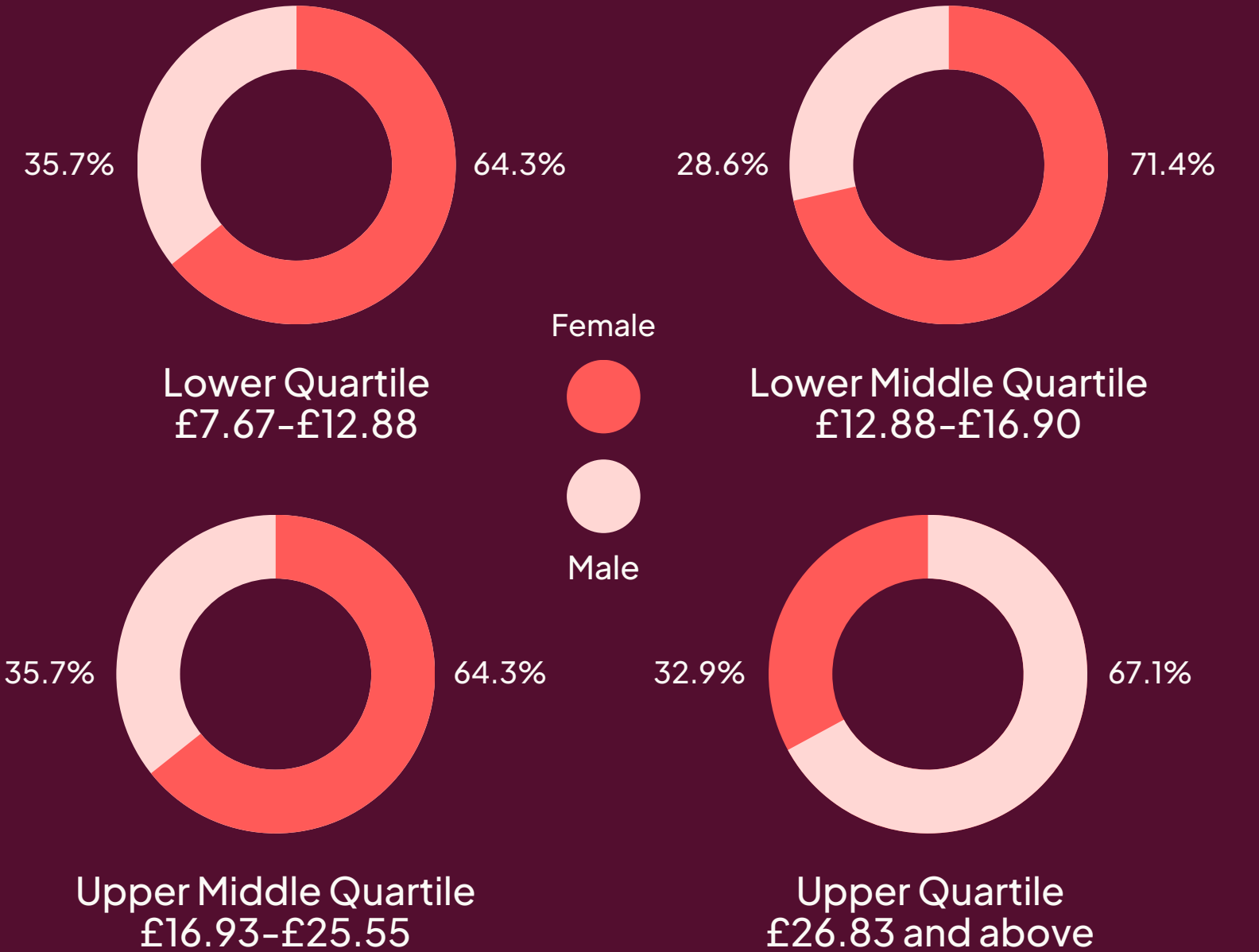
## Our Bonus Pay Gap

The mean bonus paid to men is **49.7%** higher than that for women

The median bonus paid to men is **18.3%** higher than that for women

# GENDER PAY GAP REPORT

## Pay quartiles



We confirm that the information and data reported are accurate and in line with the UK government's Equality Act 2010 Gender Pay Gap Information Regulations 2017. - Steve Byrne, CEO - This data represents the required snapshot date of 5th April 2023.



# Actioning gender equity: our path forward

Our journey to a more gender-equitable business is well underway, with initiatives that celebrate our shared values and champion individual growth:

- Developing leadership skills among women through targeted programmes.
- Ensuring equal pay for equal roles with a transparent pay structure.
- Offering enhanced benefits that respect and support our team members' life choices.
- Embedding our DE&I values deeply into our company culture and practices.
- Championing flexible working to support a healthy balance for all colleagues.
- Implementing recruitment practices that encourage diversity at every level.
- Establishing partnerships to strengthen women's presence in the technology sector.
- Forming affinity groups like TC Balance to actively support gender parity.

Each of these initiatives forms an integral part of how we're building a more equitable future for everyone in our community.

At Travel Counsellors, we're dedicated to driving lasting change, not just within our own business but across our industry. We're committed to transparency and will continue to share our gender pay gap findings annually. Beyond the numbers, we're launching a long-term strategy for diversity and inclusion that resonates with our values and vision for the future.

Check out the strides we're making in gender representation and more in our latest Diversity and Inclusion report. Your perspectives are invaluable to us—if you have thoughts to share, we're all ears.

## GENDER PAY GAP REPORT





# Actioning gender equity: our path forward

The gender pay gap is the difference in earnings between men and women, throughout a company and across all roles and career levels. Although it can still happen, the Equality Act makes it illegal to pay people doing the same job different amounts. The gender pay gap, on the other hand, highlights the kinds of roles men and women hold within an organisation, and the different salaries associated with those roles. It exposes when women across a company are being paid less than men on average, and forces companies to confront why that's still the case. Often, that's because women are underrepresented at senior levels and in higher-paid parts of the company.

The numbers in the charts above show a snapshot of our employees' pay on 5th April 2023. You can see the average hourly rates we paid men and women on that date and the percentage difference between them.

We've also put everyone in the company into four groups (or quartiles) according to how much we pay them, and you can see the percentage of men and women in each pay quartile.

Companies that employ more than 250 people are legally required to publish a snapshot of their gender pay gap on the 5th of April each year. The data we are required to report is:

- The mean and median gender pay gap
- The mean and median gender bonus gap
- The proportion of female and male colleagues who received a bonus
- The proportion of female and male colleagues in each pay quartile

## Gender Pay

The gender pay gap is a snapshot of the difference between the average hourly pay levels of women compared to men, irrespective of their role or level in the organisation.

## Equal Pay

This relates to the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. It is unlawful to pay people unequally because they are a man or a woman.



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