

Stewart Travel Ltd

Gender Pay Gap

Report 2022

Introduction

Stewart Travel is one of Scotland's fastest growing travel businesses. Over 50 years, we have grown to encompass a portfolio of award-winning travel brands across the UK and Ireland, from luxury tour operators to specialist travel agencies.

We believe that our people should be paid in line with the position and responsibility they have and for their individual performance in that role – no other factors should affect our employees' remuneration. As a business we continue to support inclusion, diversity, and equal pay in our workplace.

The data provided within this report was struck at the reporting date of **April 2022**. We are conscious that the data from our previous reports relating to 2020 and 2021 was substantially impacted by employees participating in the Coronavirus Job Retention Scheme (CJRS). The 2022 snapshot is the first year post-pandemic on which the Company has reported gender pay gap information, and accordingly the report reflects a full quota of staff under normal trading conditions.

Gender Pay Gap

The Mean is calculated by adding up the total pay of all our employees and then dividing this by the total number of employees. Thereby, the mean gender pay gap indicates the difference between average male pay and average female pay. The Median is the number in the middle when pay is placed in order from lowest to highest. The median gender pay gap is the difference between the middle male employee and the middle female employee.

Mean Gender Pay Gap 2022: 6.94%

Median Gender Pay Gap 2022: 10.71%

As the mean gender pay gap is the main calculation, we are pleased to see this indicates a healthy position at Stewart Travel.

Pay Quartiles

The ratio of male and female employees is split evenly into four bands based on their normal pay. As with most businesses in the travel industry our employees are primarily female and we are confident these figures confirm no significant gender pay gap is evident.

Upper Quartile: 39.06% male, and 60.94% female

Upper Middle Quartile: 17.19% male, and 82.81% female

Lower middle Quartile 26.56% male, and 73.44% female

Lower Quartile 15.38% male, and 84.62% female

Performance Related Incentive Payments

Incentive payments include all “on target” performance-related incentives paid to team members. At Stewart Travel, 60.7% of women and 52.3% of men received incentive payments into the reporting period ending April 2022. These payments are contingent solely on performance relative to agreed targets.

Bonus Gender Pay Gap Mean: 17.87%

Bonus Gender Pay Gap Median: 7.17%

Declaration of Accuracy

Brian Cassidy, Chief Financial Officer at Stewart Travel, confirms that the figures mentioned above are true, accurate and published in line with Government guidelines.