

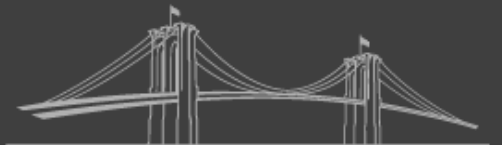


STEWART TRAVEL

A World of Experience

Gender Pay Gap

Reporting April 2023



Brooklyn Travel

*Stewart Travel Limited is part
of the Brooklyn Travel Group*

Who are Stewart Travel?



Stewart Travel Ltd remains Scotland's fastest growing leisure travel business, as part of the Brooklyn Travel Group. 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. Therefore, 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 2023**. The figures which we reported on last year, for April 2022, were the first figures that were not impacted by CJRS throughout COVID so we are beginning to see a true picture of our reporting figures.

Declaration of Accuracy

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

Gender Pay Gap



Mean and Median gender pay gap using hourly pay	2023	2022
Mean gender pay gap using hourly pay	13.21%	6.94%
Median gender pay gap using hourly pay	9.08%	10.71%

Mean: is calculated by adding up the total pay of all our employees and then dividing this by the total number of employees. The mean gender pay gap indicates the difference between average male pay and average female pay.

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

As a group, we are growing and expanding our business through both organic growth and acquisitions. We are pleased to see a reduction in our median pay gap, and whilst our mean pay gap has increased, we recognise the reasons for this and will ensure that part of our plan for the year ahead is looking at ways to improve this. The average UK gender pay gap is currently 14.3% so we are pleased to see our figures are below average.



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Bonus Gender Pay Gap

Percentage of men and women who received bonus pay

Men 61.36% **Women 65.23%**

Bonus Pay Gender Pay Gap	2023
Mean gender pay gap	43.98%
Median gender pay gap	45.99%

Due to the nature of our business, a high percentage of both male and female employees receive a bonus. These payments are based solely on targeted performance, with a significant number of high performing and successful females across our various departments.

As we continue on our growth journey, we will continuously review our bonus structure to ensure fairness and equality for all employees, however we believe that on the whole our current structure does focus solely on performance and any gap is due to an increased number of males in leadership roles.



Gender Split Pay Quartiles

Pay Quartiles based on Hourly Pay



As is common in the Travel Industry, we employ a higher number of female employees across our business. We are pleased to see consistency across the quartiles, which we believe is an accurate reflection of our workforce.

What's next?



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We are committed to ensuring our Gender Pay Gap continues to improve. To do this, we will:

- ✓ Develop our Diversity, Equality and Inclusion initiatives across our business.
- ✓ Review our recruitment and retention policies to evaluate where any improvements can be made.
- ✓ Continue to offer flexible and hybrid working options where we can
- ✓ Provide training to any decision makers in the business to ensure they understand the benefits we offer, and the policies and procedures we have in place.

