



Gender Pay Gap

Reporting April 2024



Who are Stewart Travel?



Stewart Travel Ltd is part of the Brooklyn Travel Group, one of the UK's fastest growing travel groups. 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 2024**.

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	2024	2023
Mean gender pay gap using hourly pay	12.01%	13.21%
Median gender pay gap using hourly pay	5.75%	9.08%

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 delighted that both our Mean and Median gaps have decreased over the past 12 months. We are committed to ensuring we continue to look at this as part of our overall Compensation and Benefits discussions. The National Gender Pay Gap is 13.1% so we are pleased to see that we fall below this.

Bonus Gender Pay Gap

Percentage of men and women who received bonus pay

Men 66.68%
Women 64.34%

Bonus Pay Gender Pay Gap	2024	2023
Mean gender pay gap	37.52%	43.98%
Median gender pay gap	32.44%	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.

We are pleased to see a significant reduction in both the Mean and Median bonus gap. 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.

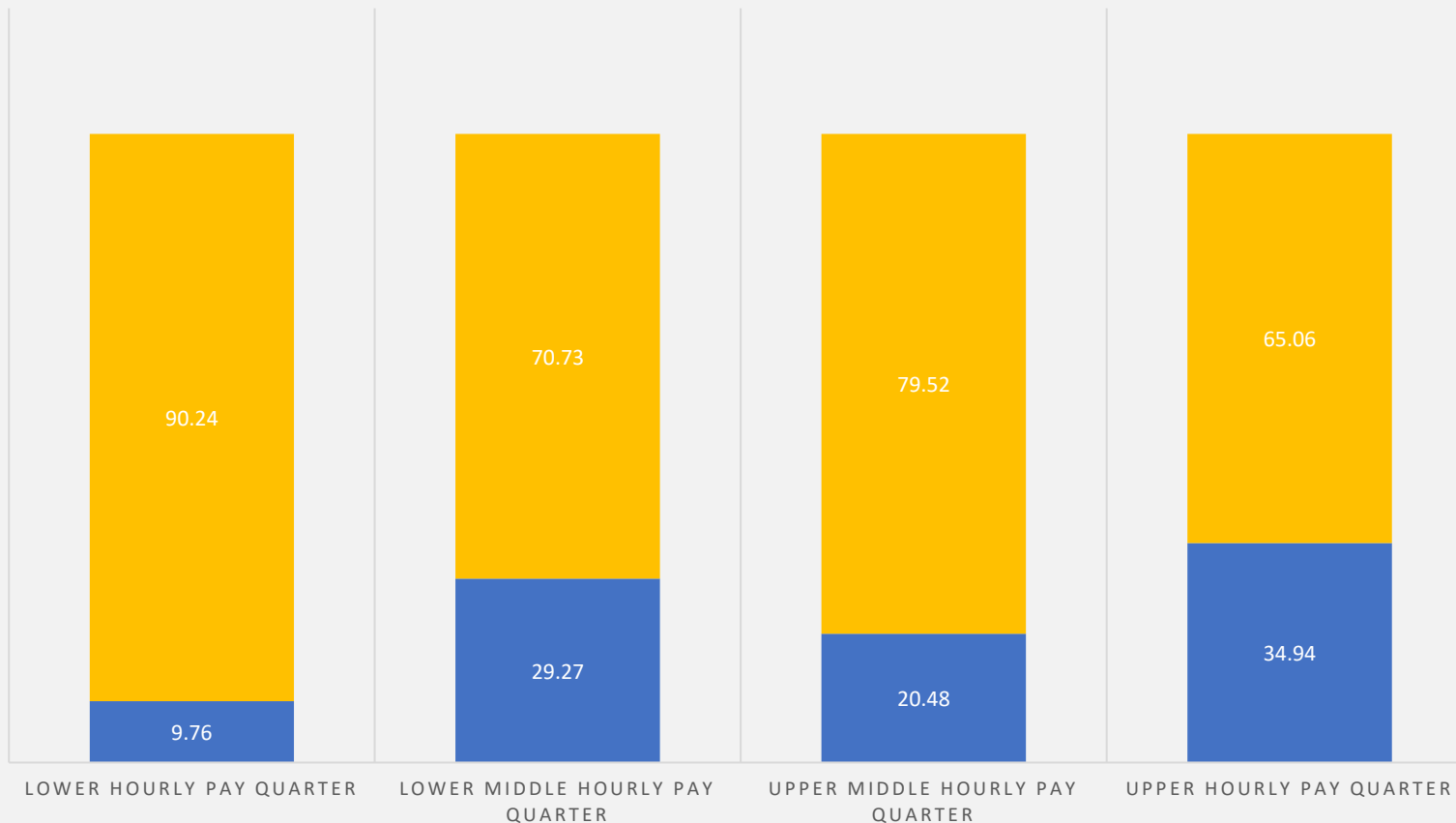
Gender Split Pay Quartiles



STEWART TRAVEL
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PAY QUANTILES BASED ON HOURLY PAY

■ Men ■ Women



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.

We are committed to equality and diversity across our businesses and our teams, and will continue to consider ways to ensure a fair gender split across the quartiles.

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.

