



**GENDER PAY GAP REPORT**  
2021/2022

*Hays Travel*

# INTRODUCTION

**Hays Travel Limited is the largest independent travel agent in the UK, employing 6,303 employees.**

We remain confident that men and women in our business who do the same job are paid equally, our gender pay gap is about the balance of men and women in our business and the roles they carry out.

We are an increasingly diverse, great place to work, and a Company which is focused on engaging and managing its people in a way that supports them and reinforces our high-performance service culture.

In a rapidly changing travel industry, we are becoming smarter and more digitalised, creating a diverse range of opportunities in our business.

Gender equality remains key in our commitment to equality and inclusion. At senior level, we are led

by a female Chair and two Directors are women. Nineteen out of twenty eight members of our Senior Leadership Team are women.

In the past 5 years, we have brought in more than 446 Apprentices and Graduates into our business and the vast majority remain with us. The mix of men and women at Hays Travel fluctuates and our focus is always to ensure the right skilled colleague in our job roles.

Supporting careers both at on-boarding stage as well as existing colleague development and succession planning remains key. We have recently appointed two male board members who commenced their careers as Apprentices in our Company.

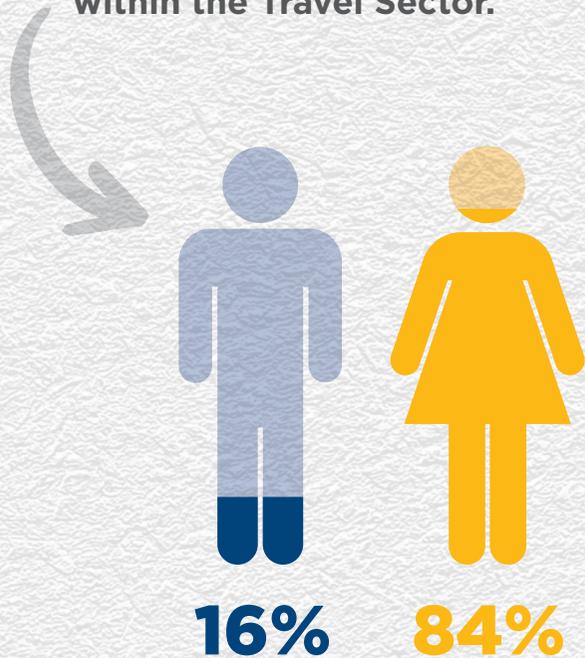
Across the business, men get paid on average 4.2% more than women in hourly pay which has closed the gap from 12.7% when we reported our 2020 figures.

# OVERVIEW OF OUR GENDER PAY GAP RESULTS FOR THE YEAR ENDED 5 APRIL 2021 VERSUS 2020:

We have historically attracted a higher proportion of women than men into roles which is common within the Travel Sector.

The table below shows our overall mean and median gender pay gap based on hourly rates of pay as at the snapshot date (5 April 2021).

It also captures the mean and median difference between bonuses paid to men and women in the year up to 5 April 2021 for the 2020 performance year.



Differences between male and female	2021		2020	
	Mean	Median	Mean	Median
Female hourly rate of pay	4.2% (lower)	0.0% (lower)	12.7% (lower)	9.4% (higher)
Female bonuses	56.4% (higher)	1.1% (lower)	38.2% (higher)	16.5% (higher)

# OVERVIEW OF OUR GENDER PAY GAP RESULTS FOR THE YEAR ENDED 5 APRIL 2021 VERSUS 2020:

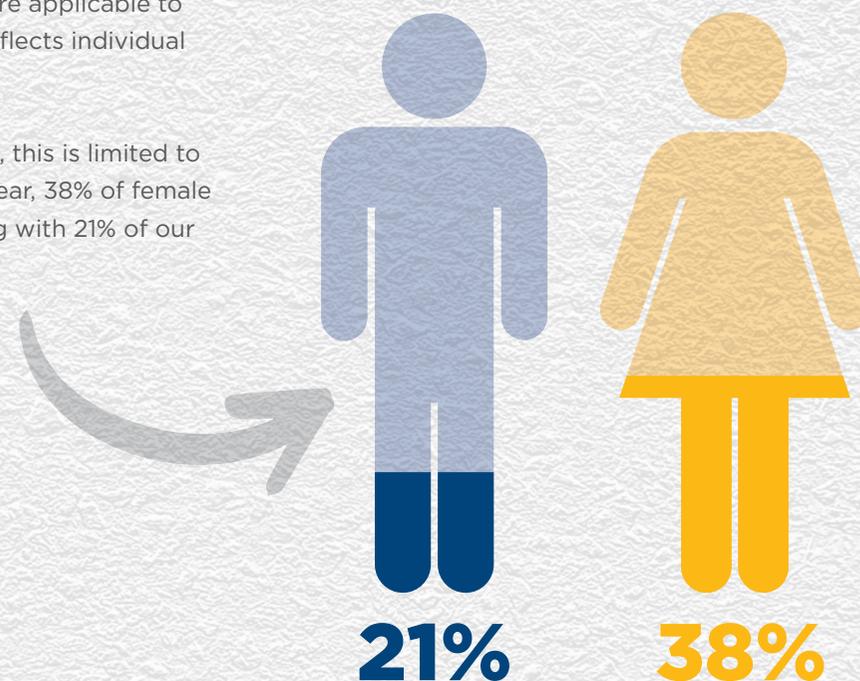
**We operate a pay framework that is applied irrespective of gender, guaranteeing equal pay for doing equivalent jobs across the Company.**

However, pay gender gap is the difference in average pay between men and women, which in our Company is 4.2%. Our pay gap has decreased this year by 8.5%.

As at 5 April 2021, we have 1,023 male employees in the business in comparison to 5,280 female employees. Travel retail employs a larger proportion of women who are entitled to annual sales incentives but with lower basic pay. A higher proportion of men gravitate to head office functions such as IT and Finance meaning our average male salary is higher than our average female salary.

Our pay structures are linked closely to performance and seniority. All female and male employees benefit from the same bonus schemes and opportunities where applicable to each role. Our bonus pay gap reflects individual performance.

In terms of bonus arrangements, this is limited to sales roles. Overall, during the year, 38% of female employees received bonus along with 21% of our male employees.



# UNDERSTANDING OUR PAY GAP

To understand what drives our pay gap, it is important to analyse by pay quartiles as set out by the Government Equalities Office

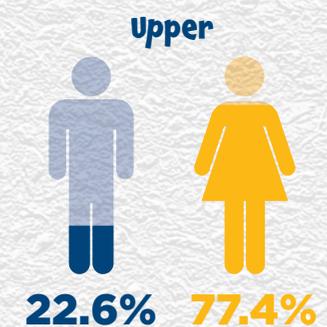
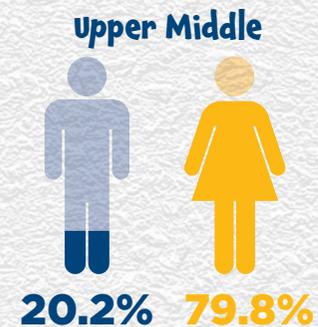
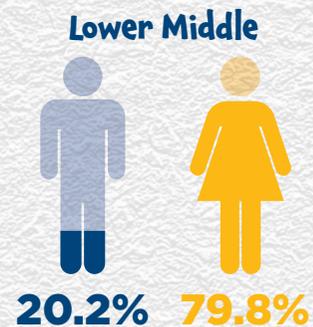
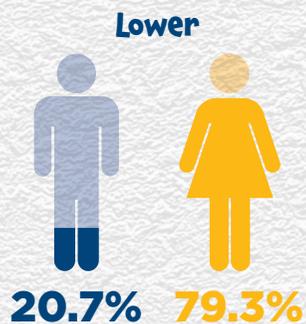
This allows us to assess in particular whether females are over-represented in lower earning roles and men within higher earning roles.

In all our pay quartiles the balance of workforce is quite similar in favour of the females. Only in the upper quartile male representation arrives at 22.6% and pay gap is 10.2%.

## 2021 Quartile Gender Pay Gaps

Differences between male and female	Lower	Lower Middle	Upper Middle	Upper
<b>Mean Gap</b>	<b>1.6%</b> (higher)	<b>0.0%</b> (lower)	<b>0.0%</b> (lower)	<b>10.2%</b> (lower)
<b>Median Gap</b>	<b>0.0%</b> (lower)	<b>0.0%</b> (lower)	<b>0.0%</b> (lower)	<b>0.0%</b> (lower)

## Pay Quartiles



# SUMMARY & ACTIONS

**The travel industry predominantly attracts female colleagues into travel sales roles, which are lower paid roles, whereas male colleagues are more drawn to the head office functions such as IT, Finance and Marketing with higher paying salaries which is reflected in this report.**

The Company is committed to reducing the gender pay gap further by reporting on the areas where the gender pay difference is at the highest percentage (upper quartile). This will be reviewed as part of a full audit and an objective view will be taken during the annual pay review.

The above will be implemented and kept alive within Hays Travel by discussions within board meetings, management meetings and regular internal communications, this in turn should decrease the gender pay gap for future reporting.

We want to work towards closing our gender pay gap by taking proactive steps to attract males into roles in our business as part of our equality, diversity and inclusion practices and, furthermore, ensure that they have access to career pathways and promotional opportunities that complement their skills and talent.

Our recruitment processes fully support this approach ensuring we focus on the skills and expertise people can bring to our business.

This year's figures reflect what we already know, that it is going to take time to close the gap. 2020 has been a challenging year but by remaining focused on being a progressive employer, actively targeting our recruitment across all of society and continuing to support industry partnership links between education and the business world, we can - and will - continue to play our part in helping the Travel industry increase gender diversity.