

Gender pay Gap statement April 2023

At Adventure Travel we believe in promoting equality and diversity amongst our workforce and are committed to rewarding our people fairly, irrespective of gender, and we are proud of the service that all of our employees provide across the business.

The figures calculated for our business continue to show a gender pay gap that is lower than the UK National Average of 14.3% for all employees and 7.7% for full time employees. The national figures were compiled from the Office for National Statistics report that was published in October 2023.

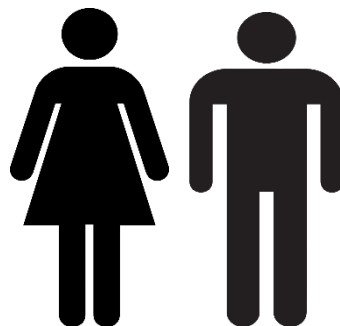
At Adventure Travel, as of April 2023, the mean (average) difference in pay was 0.91% between men and women, which means the average salary for men is 0.91% higher than the average salary for women.

Hourly Pay gap analysis summary

10% of our staff are female.

Mean (average) Bonus gender pay gap is 0.0%.

Mean (average) gender pay gap is 0.91%.



90% of our staff are male.

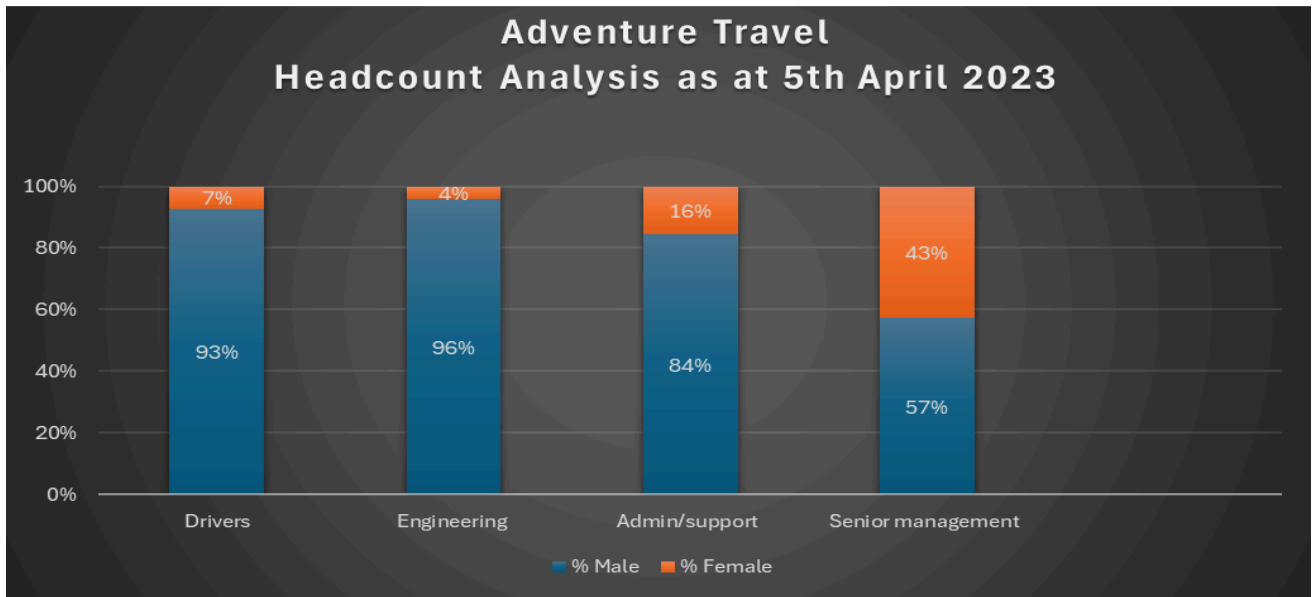
Median Bonus gender pay gap is 0.0%.

Compared to the UK average (median gap) in 2022 of 14.3%

Median gender pay gap is 2.08%.

Why is there a gap?

Simply because we have more men than women in front line roles, particularly in driving and engineering. Females are paid exactly the same rate as a male within the same role, however the gender pay gap is affected by the lower proportion of females within the industry, as our head count analysis chart below shows.



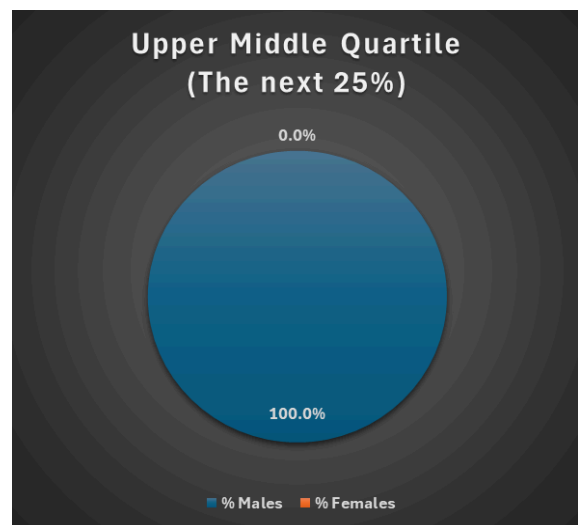
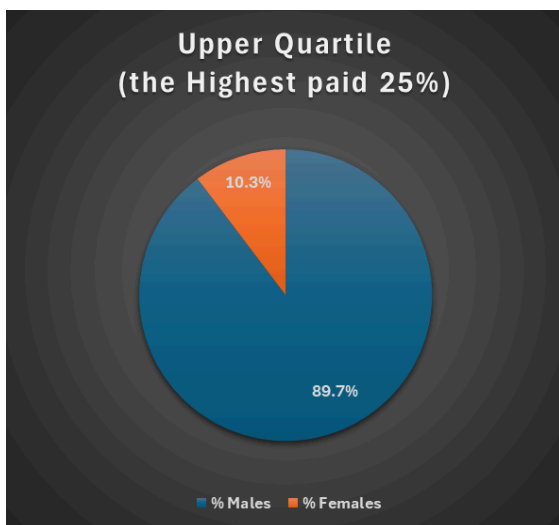
As of April 2023, Adventure Travels workforce comprised of 10% females and 90% males.

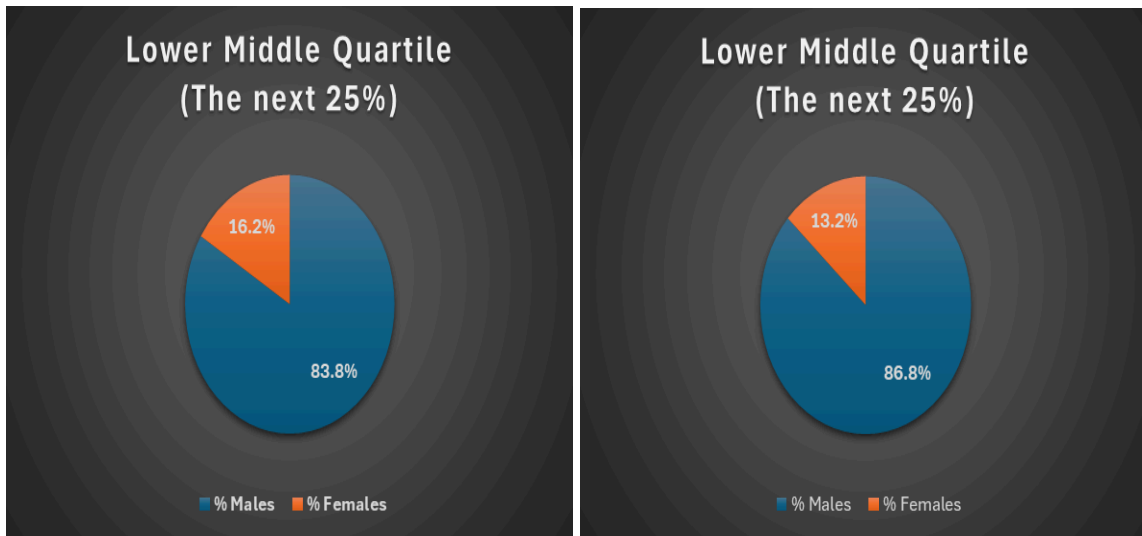
Does this mean there is no Equal Pay in Adventure Travel?

On the contrary, the 0.91% difference is reflective of how men and women are spread throughout the organization. It does not indicate that men and women doing the same work are paid differently.

Hourly pay Quartiles

This shows the proportion of Males and females in four pay bands arranged from the highest to the lowest.





Moving forward

Adventure Travel remain committed to paying all of its employees fairly, irrespective of gender, and to closing the gender pay gap that exists in our workforce caused by a disproportionate number of male staff throughout the business. We continue to actively encourage new female recruits in all areas of the business.

Adam Keen
Managing Director