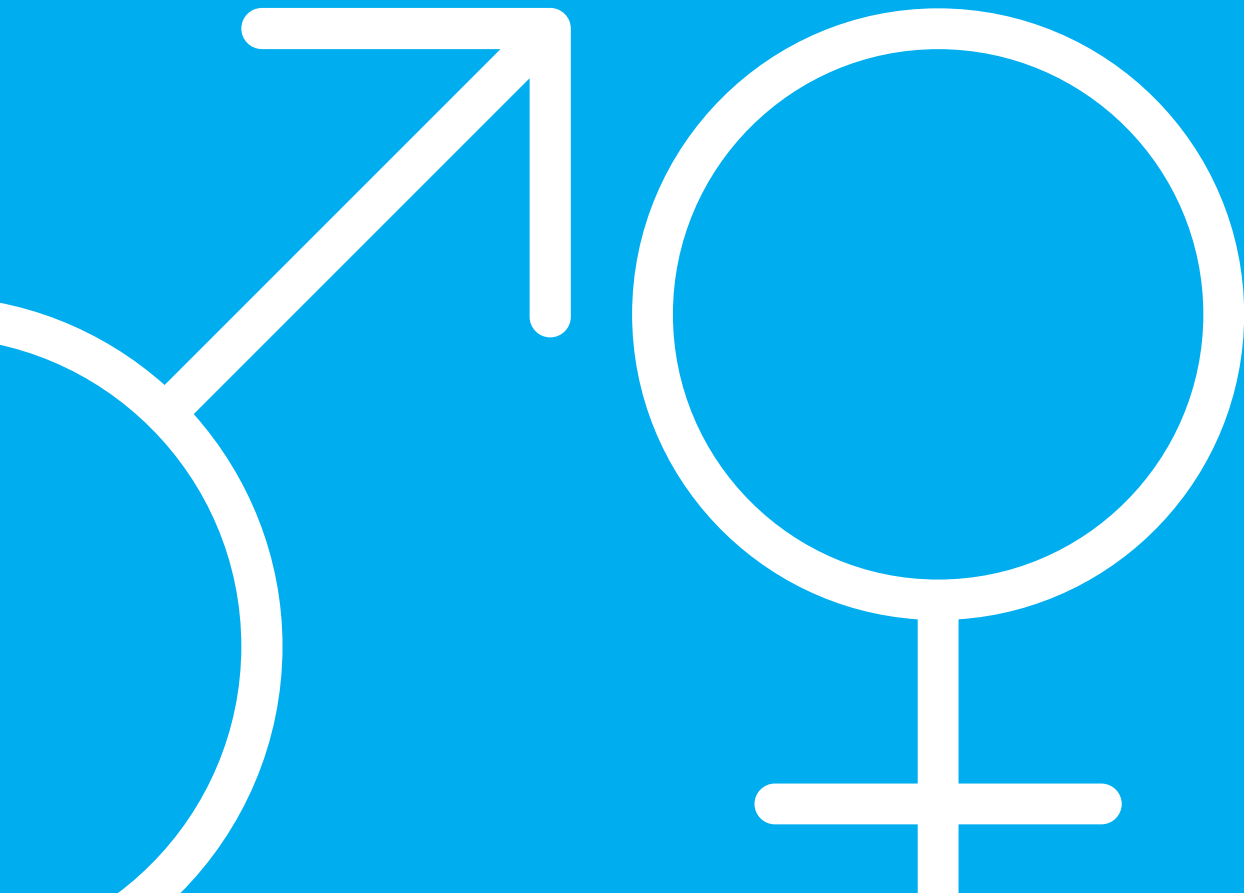


ON THE BEACH LIMITED

# GENDER PAY GAP REPORT



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## GENDER PAY GAP REPORT



### INTRODUCTION

As an employer with more than **250 employees**, On the Beach Limited<sup>1</sup> is required<sup>2</sup> to report the pay gap between its male and female employees. The gender pay gap shows the difference in the average pay between all men and women in a company's workforce. It is different to equal pay which deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. We are confident that On the Beach complies with all equal pay laws.

### GENDER PAY GAP DATA (YEAR UP TO AND INCLUDING 5 APRIL 2017)

### The Gender Pay Gap and Bonus Gap

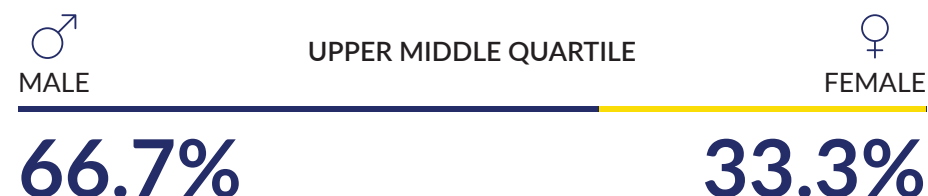
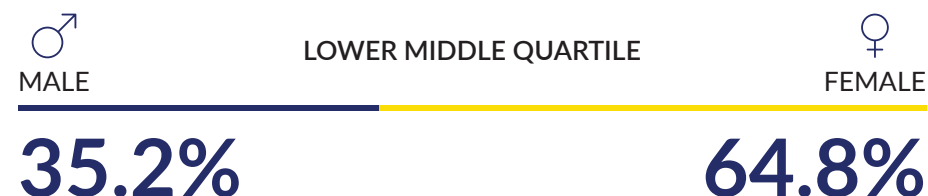
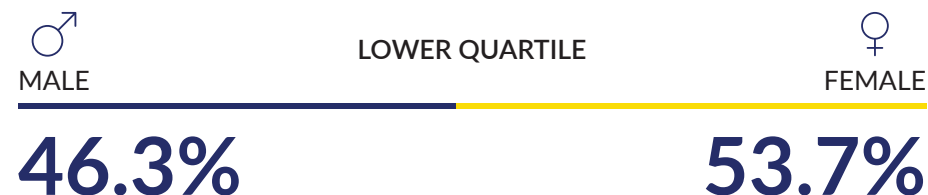
The table below shows the overall mean and median gender pay gap between male and female employees based on hourly rates of pay as at the snapshot date (5 April 2017). It also captures the mean and median difference between bonuses paid to men and women at On the Beach in the year up to 5 April 2017.

#### On the Beach Limited

Hourly Pay	MEAN	MEDIAN
	<b>26.7%</b>	<b>28.3%</b>
Bonus	MEAN	MEDIAN
	<b>52.0%</b>	<b>58.4%</b>

### Pay Quartiles

Percentage of male/female employees in each pay quartile

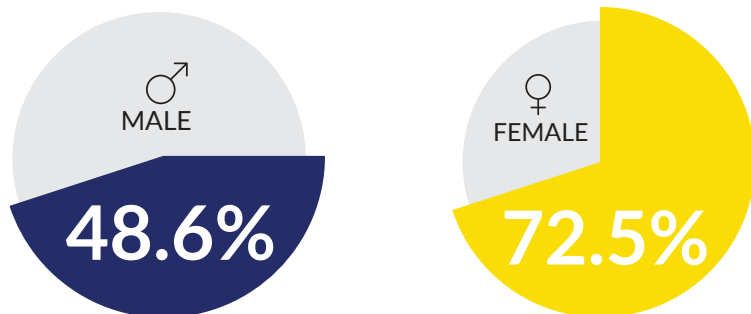


<sup>1</sup> This report relates to On the Beach Limited only as no other companies in the group have more than 250 employees. Simon Cooper (CEO) and Paul Meehan (CFO) are employees of On the Beach Group plc so the figures do not include their remuneration.  
<sup>2</sup> Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 (the "Regulations")

# ON THE BEACH LIMITED GENDER PAY GAP REPORT



## Proportion of employees receiving a bonus



### UNDERSTANDING THE GAP

We believe that there are two main reasons for the On the Beach gender pay gap:

#### 1. Ratio of men to women in senior roles

There are more men than women in senior high paid roles within the business. More women than men receive a bonus, and this is due to more regular bonuses being paid in our contact centre (where the proportion of women is higher) than elsewhere in the business (where bonuses tend to be annual). However, where bonuses are paid, there is a bonus gap between men and women, and this again is due to more men than women holding senior positions where higher bonuses are paid (as compared with bonuses paid at less senior levels such as in our contact centre).

We would like to see more females in senior roles and we believe that we retain and encourage women to compete for promotions through initiatives such as our flexible working policy and the return to work support that we offer following maternity leave. We also offer part-time working to many employees across the company (including those in senior roles). We are confident that we have women throughout the business who will be able to reach senior roles in the coming years and we are committed to training and developing our staff to ensure they can meet their full potential at On the Beach.

#### 2. Men in technology roles

The majority of our technology roles are filled by men. We are heavily reliant on tech talent for our business to succeed and it is widely recognised and reported that there is an inherent shortage of women who are qualified in, and currently working in, science, technology, engineering and mathematics (STEM) roles. There are salary premiums and high bonuses on offer for those qualified to perform these roles and it is a combination of this and a lack of women applying for and therefore being offered the roles that contributes to both our gender pay gap and bonus gap. This gender imbalance is something that we are committed to addressing, but we appreciate that a shift in this trend will take time. We have built relationships with tech community groups which are centred on women in STEM by sponsoring events and providing coaching at their training sessions. We also advertise roles online via women in technology sites to ensure that we reach a diverse talent pool.

Notwithstanding our efforts to date we appreciate there is more to do and we regularly review our approach to reducing the gender pay gap.

At On the Beach, we are confident that men and women are paid equally for doing equivalent jobs. We recognise that the current pay gap is caused by fewer women than men being in higher paying roles that make up the upper middle and top pay quartiles. It is our aim going forward to promote and recruit more women into these senior roles across the business, which we believe will help to lessen the imbalance in pay at On the Beach.

### DECLARATION

We confirm that On the Beach's gender pay gap calculations are accurate and meet the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

A handwritten signature in black ink, appearing to read "Simon Cooper".

**SIMON COOPER**

Chief Executive Officer  
29 March 2018