

Gold Medal Travel Group PLC UK Gender Pay Gap Report 2025

SUMMARY

Under UK law, all employers with 250 or more employees are required to report gender pay gap figures using statutory calculations. The Gender Pay Gap report provides a snapshot of the gender balance within the organisation and captures differences in earnings across all colleagues, regardless of role, department, or grade.

The gender pay gap measures the difference between men's and women's average earnings across the organisation, expressed as a percentage of men's pay. This is different from equal pay, which refers to men and women receiving the same pay for performing the same or equivalent work.

Accordingly, this report sets out the required information about our gender pay gap as it stood at 5 April 2024.

Within the UK, the following employing entity is covered within this report:

- Gold Medal Travel Group Ltd ("**Gold Medal**")

Gold Medal is part of dnata Travel Holdings UK Ltd and provides comprehensive travel services for individuals, companies and the travel trade. We manage everything from business and incentive travel to worldwide tour operations.

As an inclusive employer, diversity is a fundamental principle which underpins our operations.

GENDER PAY GAP INFORMATION

The gender pay gap information that we are required to publish includes:

1. mean gender pay gap in hourly pay
2. median gender pay gap in hourly pay
3. mean bonus gender pay gap
4. median bonus gender pay gap
5. proportion of males and females receiving a bonus payment
6. proportion of males and females in each pay quartile

* Calculation methods are in accordance with the governments requirements: <https://www.gov.uk/guidance/gender-pay-gap-reporting-make-your-calculations>

RESULTS

1. Mean Gender Pay Gap in Hourly Pay

	Mean male hourly rate	Mean female hourly rate	Difference	Mean Gender Pay Gap in Hourly Pay
Gold Medal	£26.99	£20.14	£6.85	25%

2. Median Gender Pay Gap in Hourly Pay

	Median male hourly rate	Median female hourly rate	Difference	Median Gender Pay Gap in Hourly Pay
Gold Medal	£23.22	£16.41	£6.81	29%

3. Mean bonus Gender Pay Gap

	Mean average male bonus	Mean average female bonus	Difference	Mean bonus Gender Pay Gap
Gold Medal	£15629.00	£11138.59	£4490.41	29%

4. Median bonus Gender Pay Gap

	Median average male bonus	Median average female bonus	Difference	Median bonus Gender Pay Gap
Gold Medal	£9767.83	£8403.44	£1364.39	14%

5. Proportion of Males and Females Receiving a Bonus Payment during the 12 months preceding 5th April 2021

	Male bonus paid	Female bonus paid
Gold Medal	37%	63%

6. Number of Male and Female employees in each quartile of the pay range as a percentage %

<i>Gold Medal</i>			
	Males	Female	Description
Band A			Includes all employees whose standard hourly rate places them at or below the lower quartile
Male/Female in quartile	43	135	
Male/Female quartile as %	24%	76%	
Band B			Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
Male/Female in quartile	52	126	
Male/Female quartile as %	29%	71%	
Band C			Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
Male/Female in quartile	66	112	

Male/Female quartile as %	in	37%	63%	
Band D Male/Female quartile	in	106	72	Includes all employees whose standard hourly rate places them above the upper quartile
Male/Female quartile as %	in	60%	40%	

Gold Medal recognises the valuable contribution female members of staff make to our success and we work hard to ensure that we have female representation at all levels and across all parts of our business.

Since our last Gender Pay Gap Report in 2024, the overall proportion of female employees has increased from 62% to 64%. The mean gender pay gap has widened by 3%, rising to 25%. This reflects a greater difference between men and women in the upper hourly pay quartile, as well as an increase in the mean bonus gap from 28% to 29%.

In the 12-month period from 1 April 2024 to 31 March 2025, we employed 124 people, of whom 67% were female and 33% were male.

We are proud that women make up more than half the overall workforce and that we have women in senior positions across the business.

We are confident that our recruitment and remuneration policies are robust and that employees, male and female, are paid equally for doing equivalent jobs.

Gold Medal takes pride in the service that is offered to our suppliers and agent partners, and as such we seek employees on their ability, attitude and aptitude. All staff are given the opportunity to progress their careers through training and mentoring, regardless of gender.

I, Lesley Rollo, CEO dnata Travel Europe, confirm that the information in this statement is accurate.

Signed



Date: 04/04/2026