



## Huyton Travel Ltd Gender Pay Gap Statement

At **Huyton Travel Ltd**, we are committed to fostering a diverse and inclusive workplace where everyone is treated fairly and with respect. We believe in equal pay for equal work and are dedicated to closing the gender pay gap in our company.

### Our Commitment

1. **Equal Pay for Equal Work:** We ensure that men and women are paid equally for doing equivalent jobs across our organization.
2. **Transparency:** We are committed to being transparent about our gender pay gap figures and will publish these annually.
3. **Career Development:** We will provide equal opportunities for career development and advancement to all our employees, regardless of gender.
4. **Flexible Working:** We support flexible working arrangements to help our employees balance work and personal commitments.
5. **Training and Awareness:** We will provide training to managers and staff to promote awareness and understanding of the gender pay gap and unconscious bias.

### Reporting

We will report annually on the following metrics:

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.

We are dedicated to reducing our gender pay gap and will continue to ensure we are promoting gender equality in our workplace.