

Background

The UK government launched Gender Pay Gap Reporting in 2016. By 1 April 2018, all companies with 250+ UK-based employees are required to report on their Gender Pay Gap, which shows the difference between the average earnings of men and women as a percentage of men’s earnings. This is not the same as an equal pay gap. Equal pay law requires that men and women who carry out equivalent work must receive equivalent pay. At Travelex, we believe in a diverse and inclusive workforce. We welcome the new reporting requirement as a means to raise awareness in wider society, and within our business, of the issue of gender pay gap and gender imbalance in the workplace.

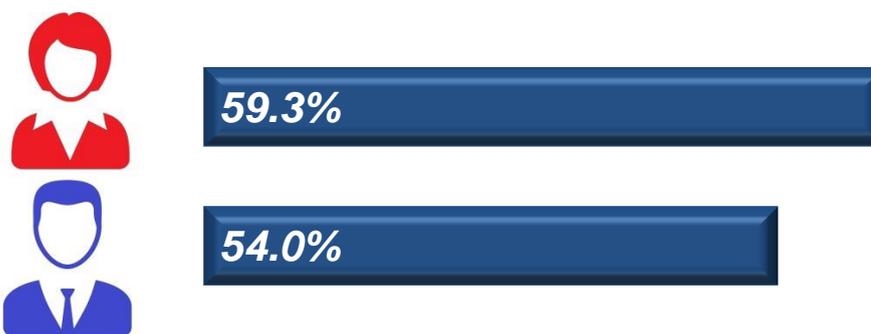
Travelex – Pay¹ & Bonus Gap

The table below shows our mean² and median³ hourly gender pay gap as at the snapshot date – 5th April 2017. The table also shows the mean and median bonuses paid to employees at Travelex for the period 6th April 2016 to 5th April 2017:

Difference Between Men & Women		
Category	Mean	Median
Hourly Fixed Pay	27%	13%
Bonus Paid	59%	-2%

The above data takes into account all UK-based jobs, at all levels and all salaries within Travelex. Accordingly, the gender pay gap can result from various factors. Although our gender pay gap is 27% in favour of men, the gap is significantly lower than our equivalent 2016 figure which was 37.5%. This decrease primarily results from the promotion of women at senior levels and the correlating salary increases. Also, during the snapshot period, our recruitment levels during that time saw an increase in female new hires in management level positions.

Proportion of Employees Awarded a Bonus for the period 6th April 2016 to 5th April 2017



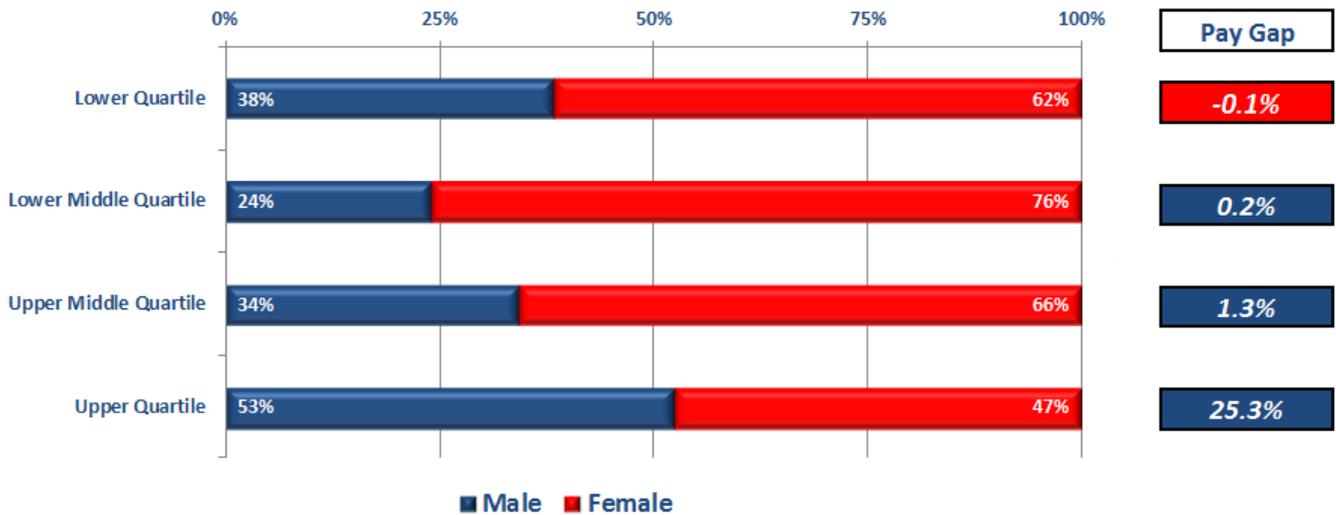
At Travelex, men and woman have an equal opportunity in relation to each performance year to earn a bonus. For the snapshot period, there is a 5% difference in favour of women between the number of men and women who received a bonus. This is primarily driven by the fact, that the majority of bonuses awarded in the snapshot period were retail incentives, and we have a larger proportion of female employees employed in retail positions.

¹ 'Pay' includes base pay, paid leave, maternity and paternity pay, sick pay, area allowance, shift pay, certain bonuses and other allowances (including car allowances) but excludes overtime pay, expenses, benefits-in-kind, redundancy payments, pay arrears, tax credits and the value of salary sacrifice scheme.

² Difference between the average hourly earnings of Travelex’s female and male employees if earnings were added together and divided by the number of employees.

³ Difference between the mid-point value of hourly earnings of Travelex’s female and male employees if they were listed in order of pay.

Travelex Pay Quartiles – 5th April 2017



The chart above illustrates the gender distribution at Travelex across equally sized quartiles. Each quartile contains approximately eight-hundred & fifty (850) employees. The percentages show the median gender pay gap in each quartile. Our analysis shows the current total gap is driven by the fact there are more men in senior, higher-paid roles within the organisation, as our gender pay gap in lower level roles is virtually non-existent.

At Travelex, we are committed to address diversity and gender imbalance while treating all our employees equally and fairly. We have established a business led Global Diversity and Inclusion Committee, which includes diverse representation from across all our geographies. Meeting 6 times a year the purpose of this Committee is to raise awareness of equality, diversity and inclusion. Identify obstacles and problem areas, identify diversity priorities and objectives, propose actions to meet these priorities and monitor progress. In 2018, one of our three strategic focuses will be Developing and Strengthening Women in Leadership.

We will continue to review our diversity strategy on a regular basis to identify further areas of improvements.

I confirm the data reported is accurate.

Gareth Williams
Chief Innovation & Transformation Officer