

# TUI UK Gender Pay Gap Report 2022/23



**At TUI, we know people are  
as diverse as the destinations  
we send our customers to.**

**Just as travel is about exploration,  
we're on a journey to make our  
work culture always more inclusive.**

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## Come As You Are

### *Diversity matters at TUI Group wide.*

Our colleagues are as diverse as both our customers and the destinations we take them to. As we want to create unforgettable experiences for our customers, we also want to make TUI an amazing place to work. Therefore, we maintain our DEI vision of **“Come as you are”** at TUI.

Our recent internal Engagement results show that 80% of colleagues feel comfortable being themselves at TUI. This gives us a good foundation, but we know we have opportunities to do better.

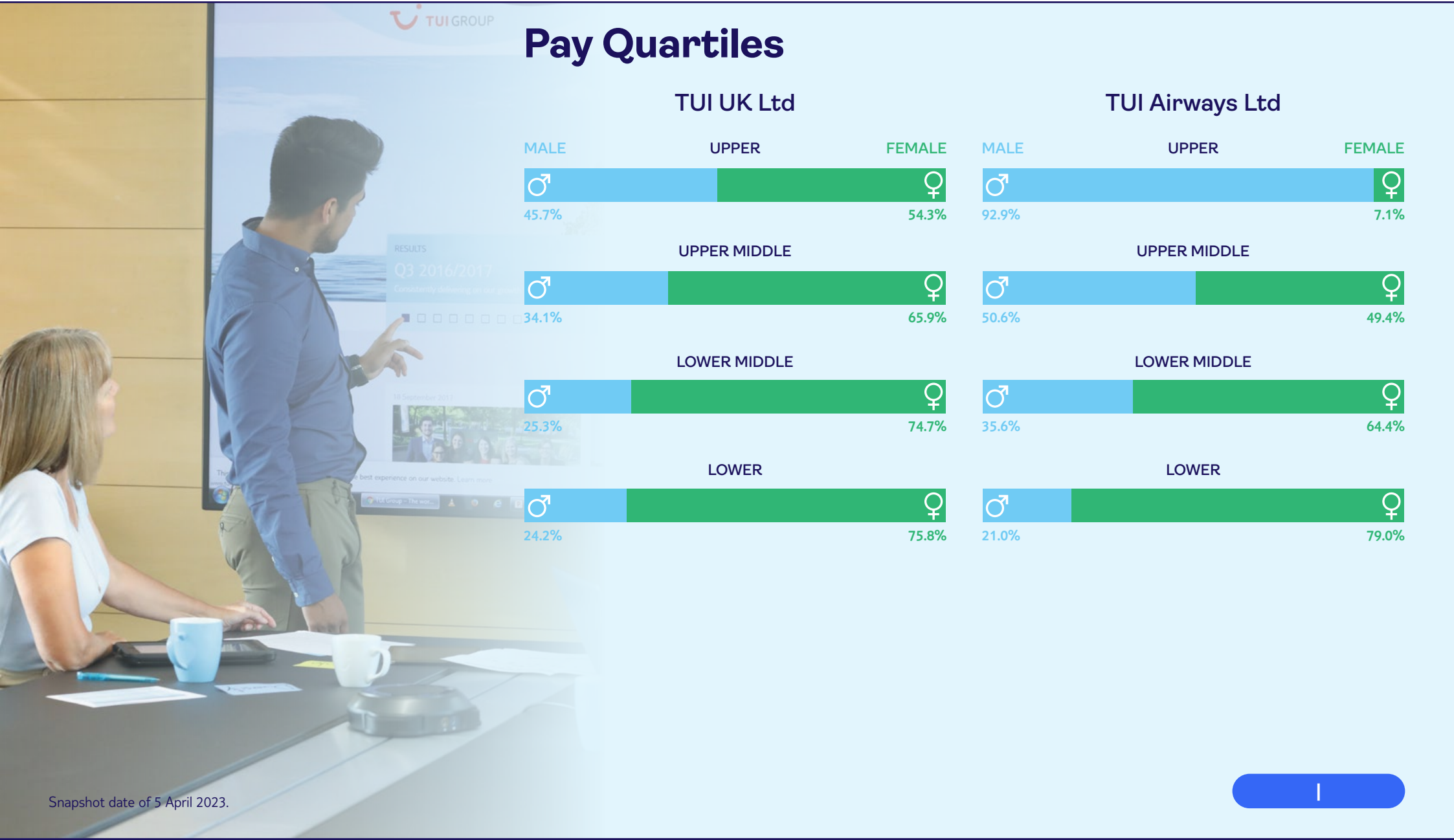
We have big ambitions and are making firm commitments to make changes. We want to continue the journey taking TUI from a place where we work to a place where we belong. Our Group-wide approach to DEI focuses on these three key themes:

1. **People and culture** – *Let’s represent our world*
2. **Inclusive leadership** – *Let’s lead by example*
3. **Engaging communities** – *Let’s invest in communities*

Across the UK, 11,189 colleagues are employed on the snapshot date of 05 April 2023, across our four largest employing entities. These are **TUI UK Ltd**, **TUI Airways Ltd**, **TUI Retail Ltd** and **TUI Travel Group Solutions Ltd**.

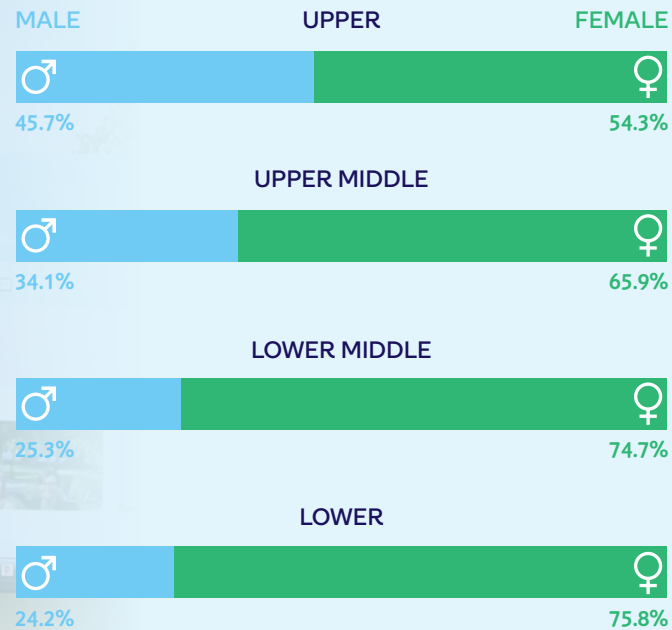


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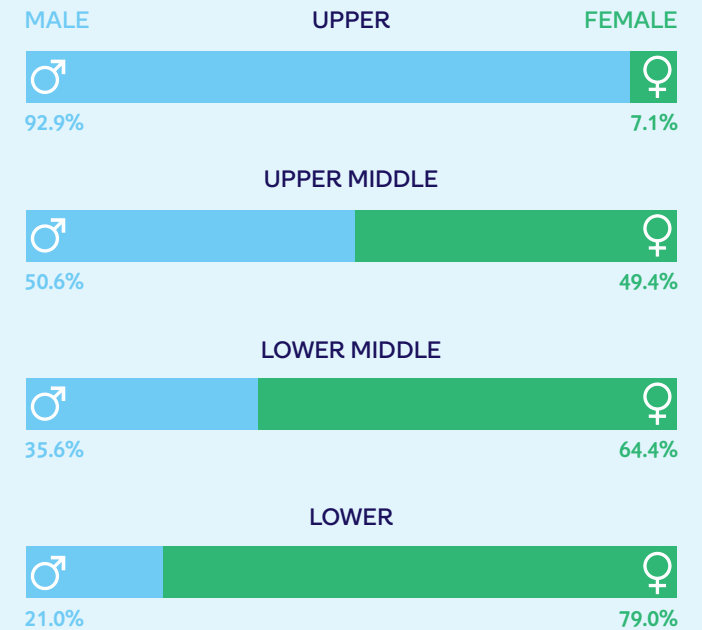


## Pay Quartiles

### TUI UK Ltd



### TUI Airways Ltd

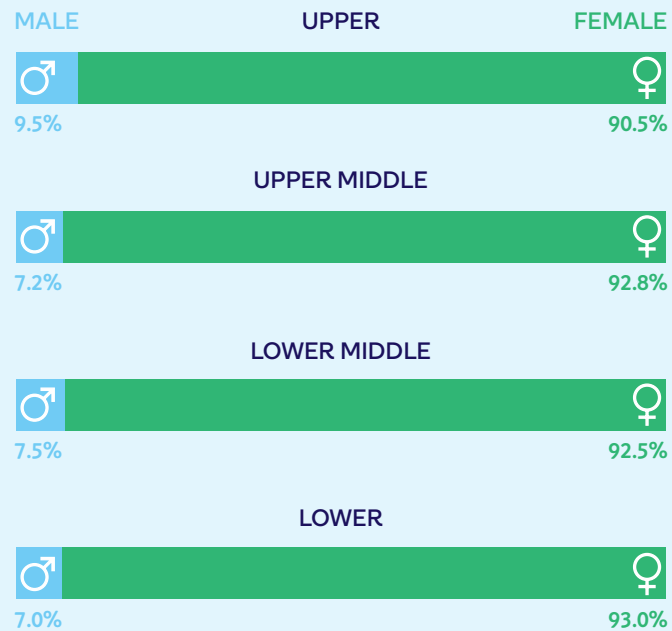


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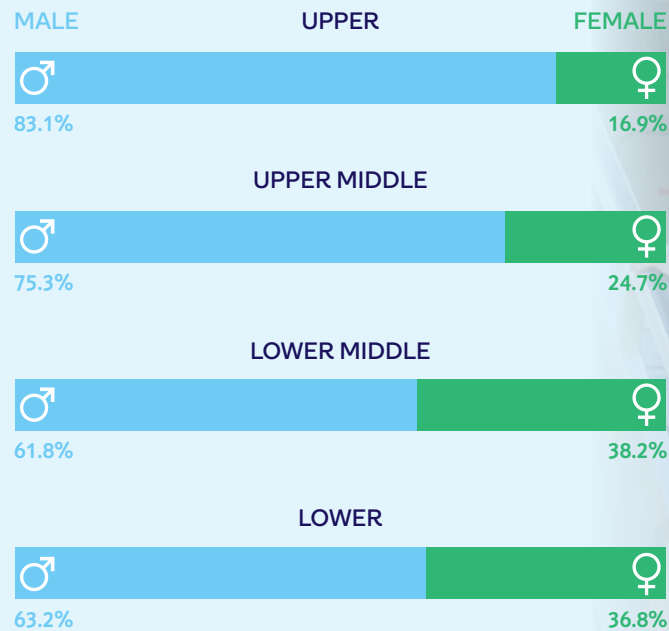


## Pay Quartiles

### TUI Retail Ltd



### TUI Travel Group Solutions Ltd



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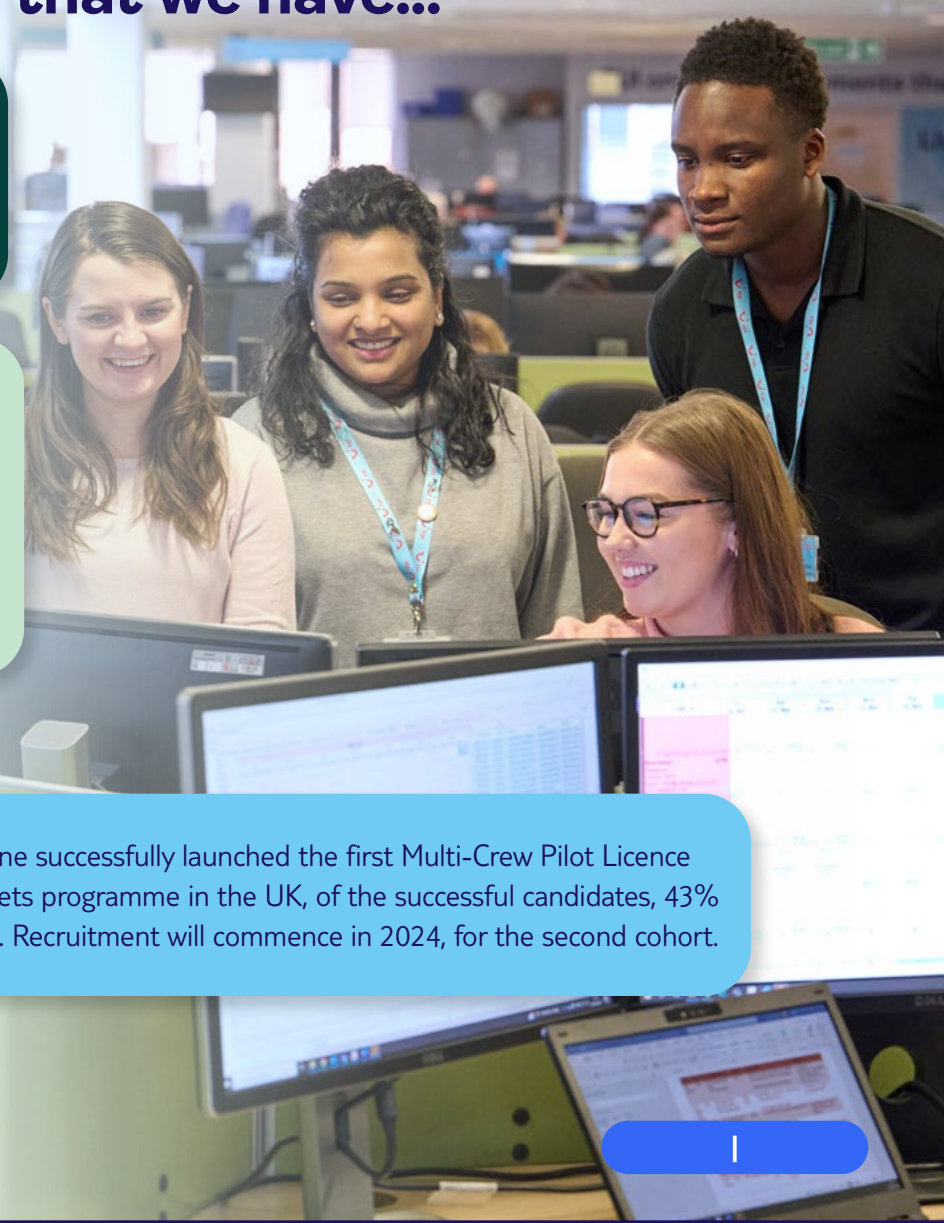
## Linked to our commitments did you know that we have...

We have launched a gender-neutral uniform in the Airline and updated our Retail uniform guidelines, to include our Global DEI vision *'come as you are'* and relaxing restrictions around tattoos, jewellery, hair, make-up, nails and using more inclusive imagery. The relaxation of uniform guidelines should no longer be a deterrent anyone applying for roles, or feeling the need to conform.

Our newest network 'family leave & returning parents', which included specialist third-party coaching for line managers as well as colleagues leaving and returning to the business. Working with the network and impacted colleagues and managers, there have been numerous policy enhancements including increasing our paid maternity, paternity and adoption pay, a two-month phased return with no impact on pay and up to 12 weeks extended maternity leave for anyone whose baby needs to spend time in neonatal care from birth. All these changes intend to further support the return and career progression of our female colleagues.

This year has seen the successful growth in our Menopause network with 439 members (including both directly impacted colleagues, line managers & allies), is the highest number of members in any one network. We've signed up to the Wellbeing of Women Menopause Pledge, as well as introduced line manager education and training sessions on the topic to demonstrate our commitment, recognising that menopause impacts our colleagues and to support colleagues through. We have also had a well-known menopause campaigner host supporting sessions with colleagues in our offices and online.

TUI Airline successfully launched the first Multi-Crew Pilot Licence (MPL) cadets programme in the UK, of the successful candidates, 43% are female. Recruitment will commence in 2024, for the second cohort.



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## Linked to our commitments did you know that we have...

10 DEI live sessions were delivered in the 2022/23, this includes 592 leaders from the UK, completing a combination of leadership sessions including Inclusive Leader, which scored one of the highest feedback scores of 9.1 out of 10. Of these leadership courses 77% were completed by women.

Globally in 2022/23 we have had 140 leaders' complete leadership programmes with 42% being female. Out of our UK female participants 30% have gone on to secure a more senior roles either during or following their attendance.

We have seen a 11% increase across TUI UK Ltd & TUI Retail Ltd of women in senior roles YOY, which is a 2% uplift in females versus a 2% reduction in males overall.

We continue our partnership with both Inclusive Employers and Women in Hospitality, Travel and Leisure (WiHTL), which has included three leadership programmes, two of which were solely focused on senior women leaders. Our WiHTL partnership includes roundtable cross collaboration committees which gives us the opportunity to share best DEI practices and ideas from other organisations in the industry.

Enhancing the flexible working model, we have introduced a flexible bank holiday allowance (where operationally possible), which allows employees to use their bank holiday entitlement on a date that works better for them. This supports our diverse colleagues and working parents throughout the year.

We have also seen a 31% increase YoY of males who work part time.

With an increased promotion welcoming applications from women in STEM roles, 54% of women secured a place within 1 of our 8 STEM placement apprenticeship and graduate programmes.

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## Pay Metrics

### TUI UK Ltd

Differences between male and female	MEAN		MEDIAN	
	2022/23	vs. 2021/22	2022/23	vs. 2021/22
Female hourly rate of pay	<b>-25.81%</b> (lower)	<b>▲-3.4%</b>	<b>-28.09%</b> (lower)	<b>▲-2.2%</b>

### TUI Airways Ltd

Differences between male and female	MEAN		MEDIAN	
	2022/23	vs. 2021/22	2022/23	vs. 2021/22
Female hourly rate of pay	<b>-54.44%</b> (lower)	<b>▲-3.0%</b>	<b>-44.84%</b> (lower)	<b>▲-3.8%</b>

### TUI UK Retail Ltd

Differences between male and female	MEAN		MEDIAN	
	2022/23	vs. 2021/22	2022/23	vs. 2021/22
Female hourly rate of pay	<b>-2.59%</b> (lower)	<b>▼-0.6%</b>	<b>-0.49%</b> (lower)	<b>▲-0.9%</b>

### TUI Travel Group Solutions Ltd

Differences between male and female	MEAN		MEDIAN	
	2022/23	vs. 2021/22	2022/23	vs. 2021/22
Female hourly rate of pay	<b>-13.33%</b> (lower)	<b>▲-1.3%</b>	<b>-11.57%</b> (lower)	<b>▼-0.1%</b>

▲ = Better ▼ = Worse

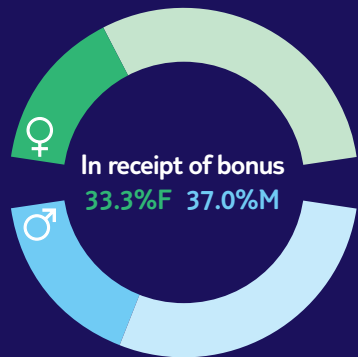
Please note: *this is a measure of the difference between the individual earnings of all colleagues within the TUI entities included, no matter what role they perform.*

# TUI UK Gender Pay Gap Report 2022/23



## Bonus Metrics

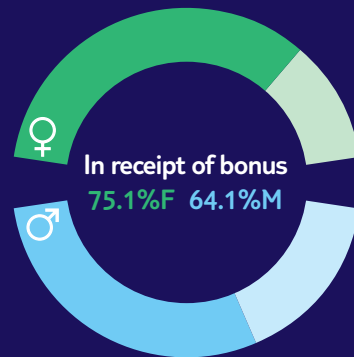
TUI UK Ltd



Differences between male and female

	MEAN	MEDIAN
Bonus payment	▼56% (lower)	▼96% (lower)

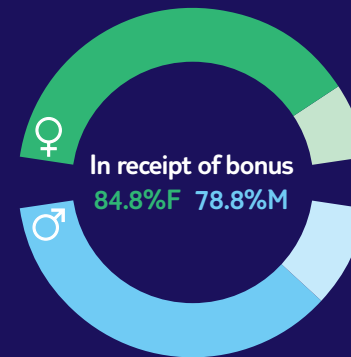
TUI Airways Ltd



Differences between male and female

	MEAN	MEDIAN
Bonus payment	▼39% (lower)	▼46% (lower)

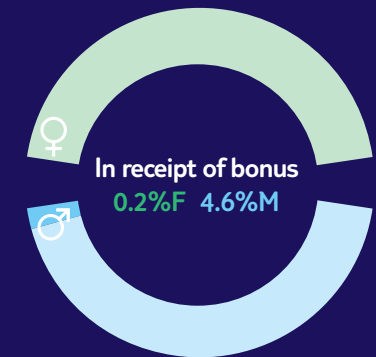
TUI Retail Ltd



Differences between male and female

	MEAN	MEDIAN
Bonus payment	▲-24% (higher)	▼7% (lower)

TUI Travel Group Solutions Ltd



Differences between male and female

	MEAN	MEDIAN
Bonus payment	▼17% (lower)	▼21% (lower)

Discretionary Management annual bonus was not paid out in FY 2020/21, therefore not comparable to current year illustration.

The steps we have taken to improve future bonus metrics is to introduce the opportunity for all colleagues to earn variable pay, either through a discretionary annual bonus or incentive payments. Previously only Management roles were entitled to a discretionary annual bonus. The benefit of this enhancement will be seen in December 2023 bonus review.

