

TUI UK & Ireland Gender Pay Gap Report 2017/18

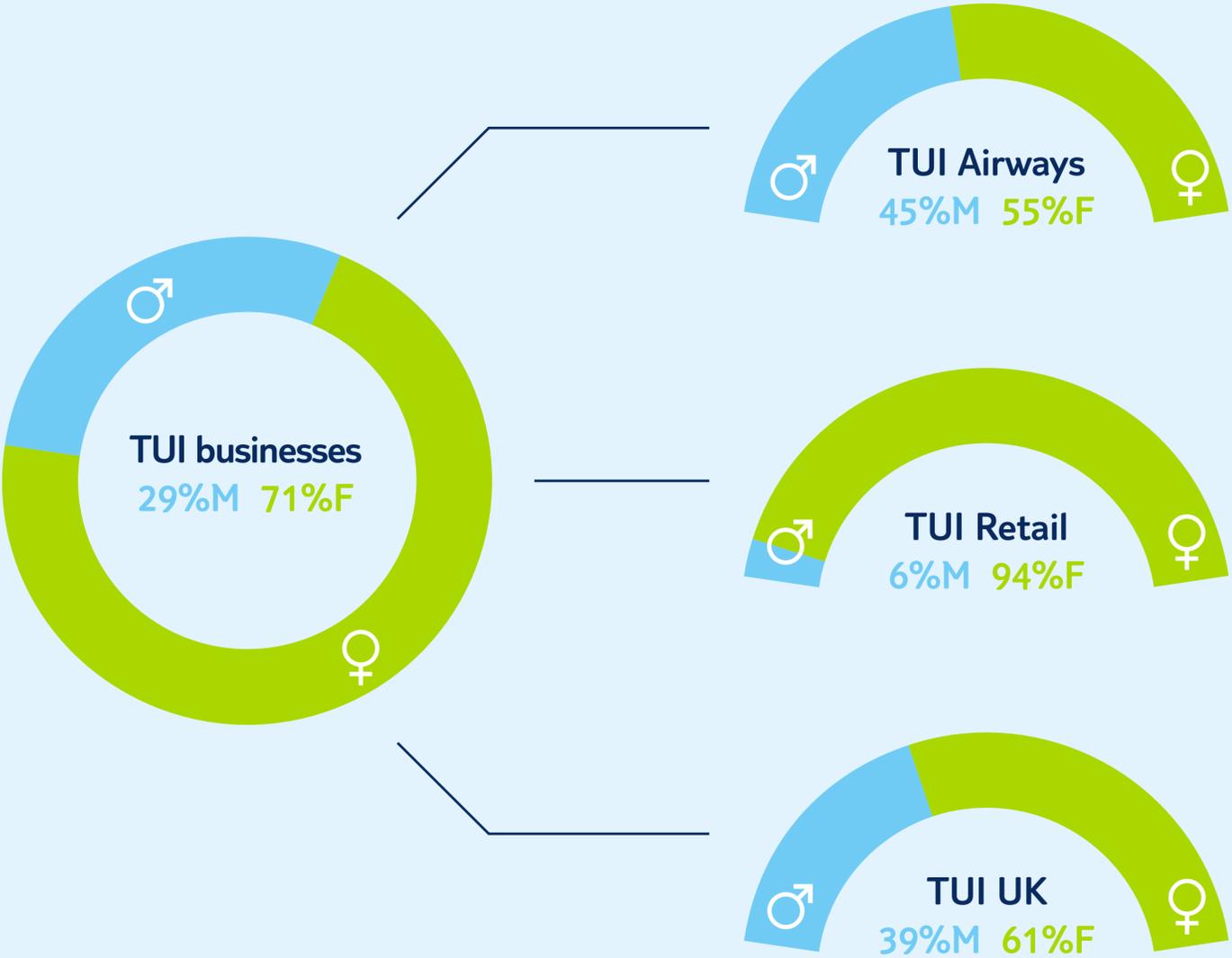
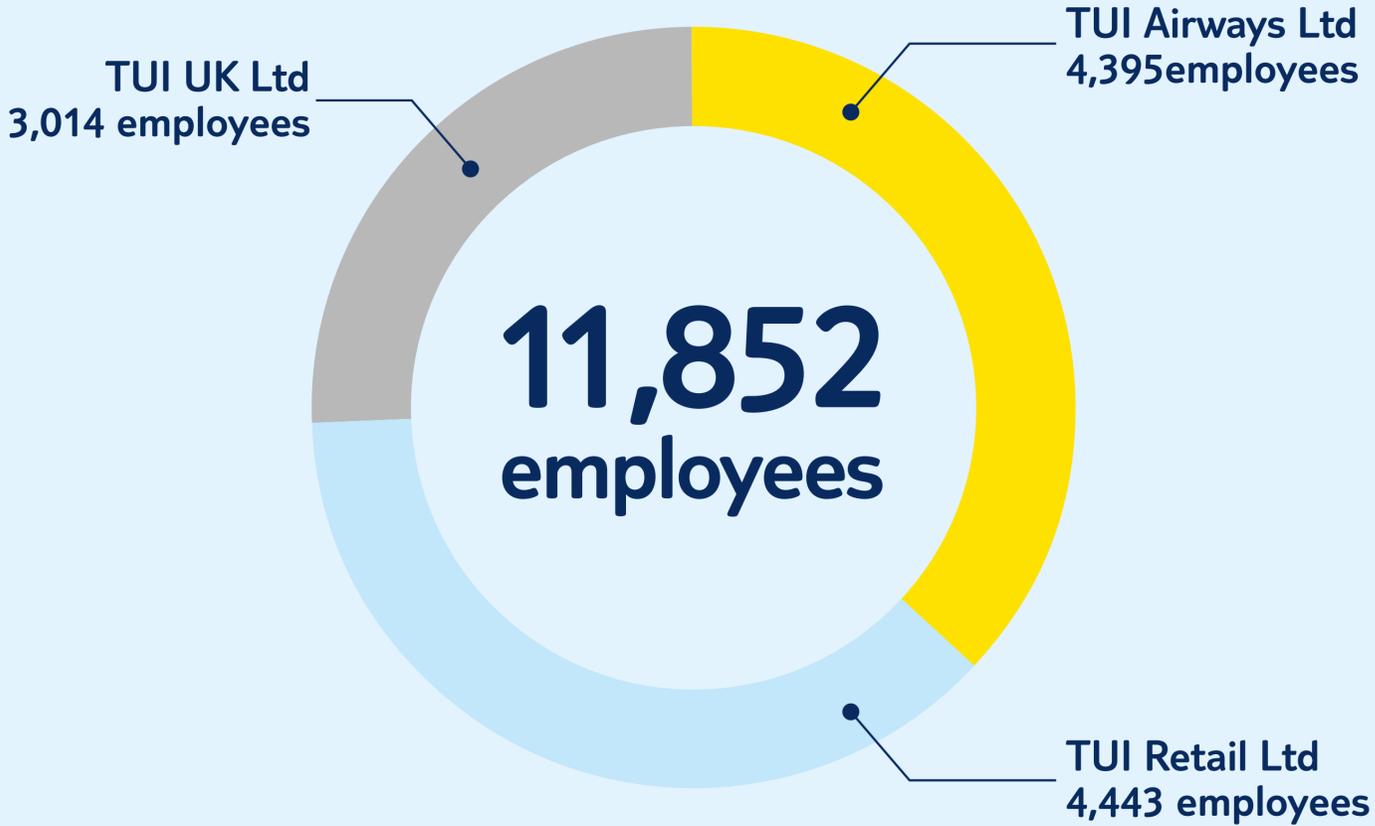


We are proud to be the UK's leading tour operator, employing 11,852 colleagues in our Airline, Retail shops, offices and in resorts around the world. We know that our gender pay gap is not an equal pay issue, rather a lack of representation in specific roles such as pilots, engineering, technology and senior management.

priority focus area for the foreseeable future, as to be truly diverse and inclusive means facing into issues much broader than gender. We will ask the tough questions and work through the answers internally and with the industry we're part of.

We believe in job opportunities for everyone irrelevant of gender and seek to have an inclusive and diverse workforce in all areas of our business. This is a

Within the UK we have three main employing entities: TUI Airways Ltd, TUI Retail Ltd and TUI UK Ltd.



Data effective for the year running up to and including 5 April 2018.

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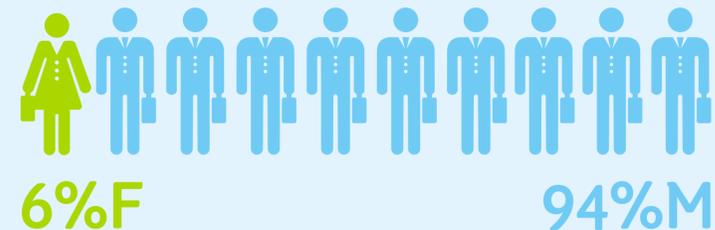


TUI Airways Ltd (known as Thomson Airways Ltd until October 2017)

Salaries for pilots, cabin crew and engineers are collectively agreed and we operate a transparent basic salary and variable pay framework that is applied equally irrespective of gender.

Female pilots are under represented within the industry, and we are encouraged by the increasing number of females who are applying for and securing roles within our organisation.

884 PILOTS



Average Salary £119,553

2,711 CABIN CREW



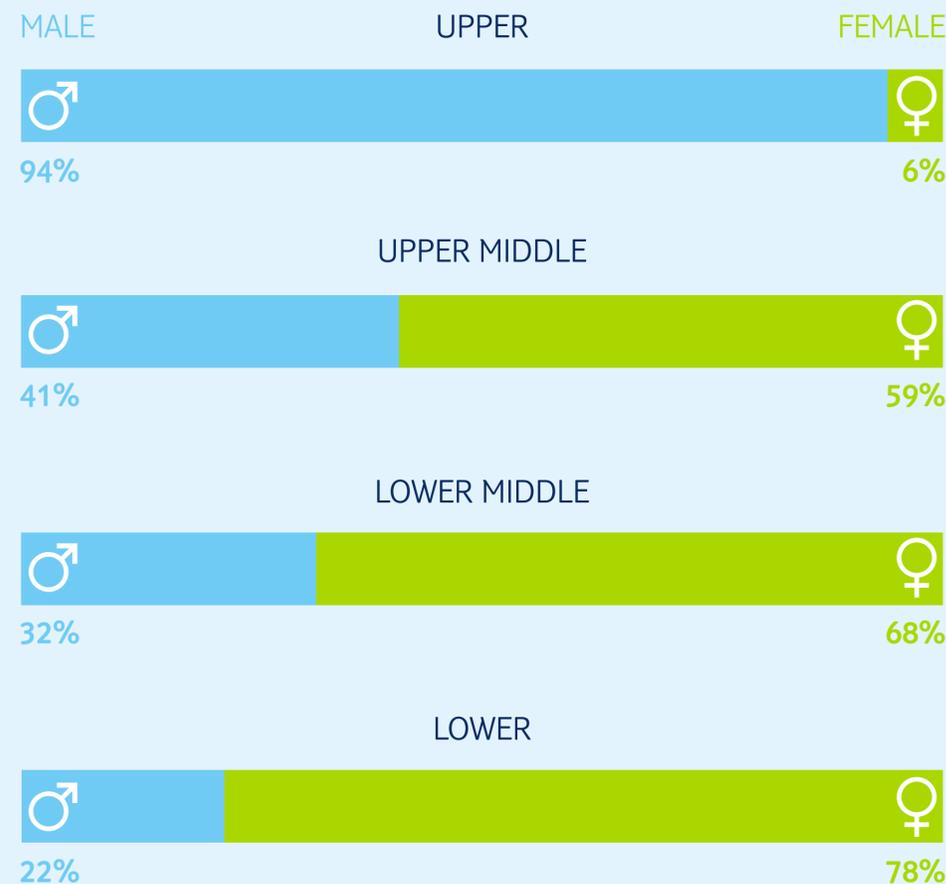
Average Salary £26,721

511 ENGINEERS



Average Salary £43,988

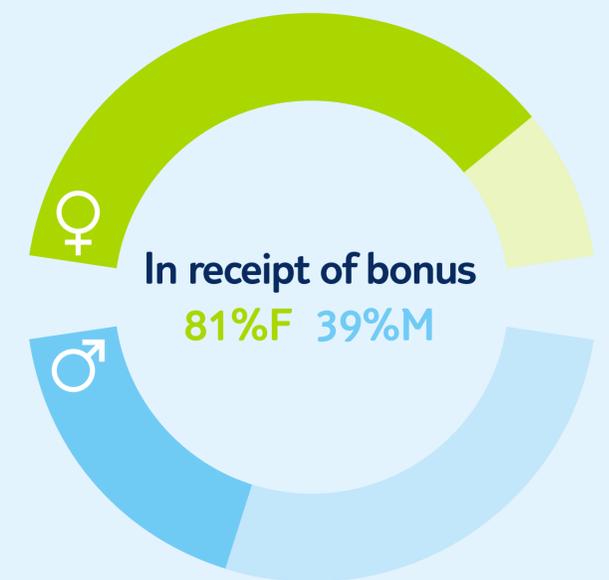
Pay Quartiles



TUI Airways Ltd

including Engineering and Management employees

Differences between male and female	MEAN	MEDIAN
Female hourly rate of pay	57% (lower)	42% (lower)
Female bonuses	66% (higher)	2% (lower)



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TUI Retail Ltd

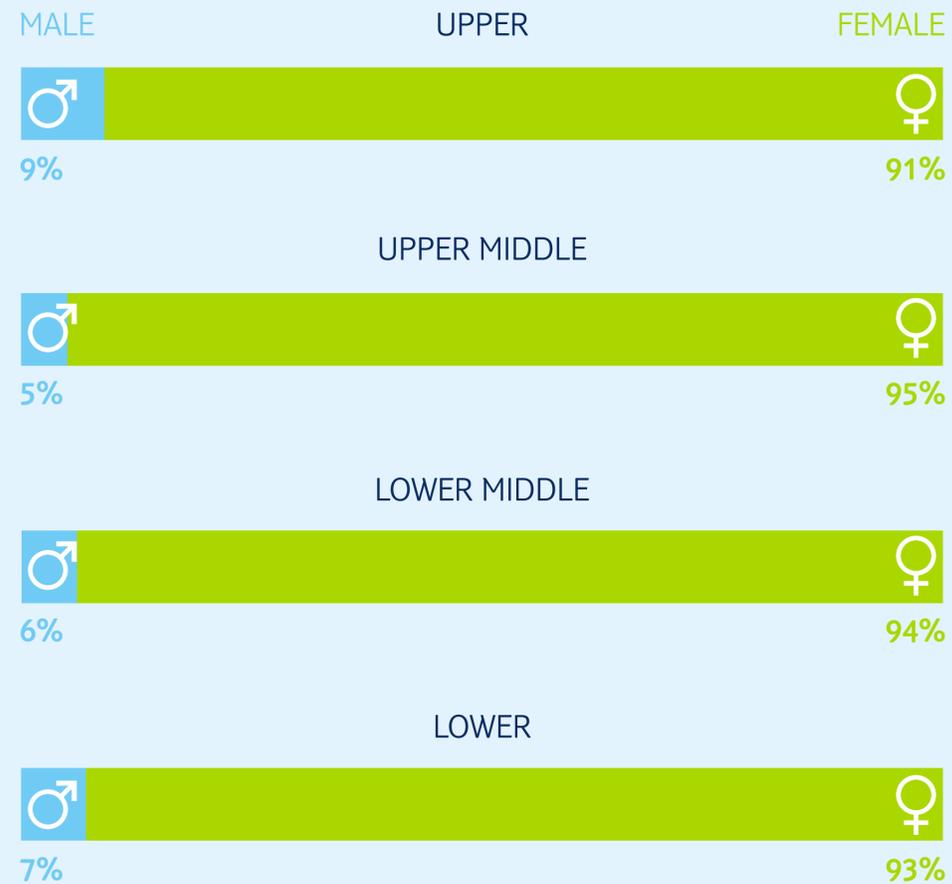
Across our 603 stores we have 4,443 employees, 94% of which are female. The flexible nature of the work and the product itself make travel

advisor roles of particular interest to females. Of the total population employed by TUI Retail Ltd, 59% work part-time.

4,443 EMPLOYEES

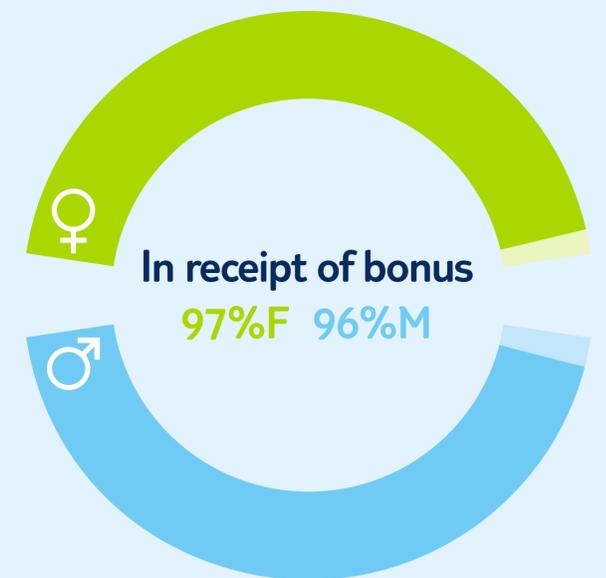


Pay Quartiles



TUI Retail Ltd

Differences between male and female	MEAN	MEDIAN
Female hourly rate of pay	4% (lower)	0% (even)
Female bonuses	23% (lower)	27% (lower)



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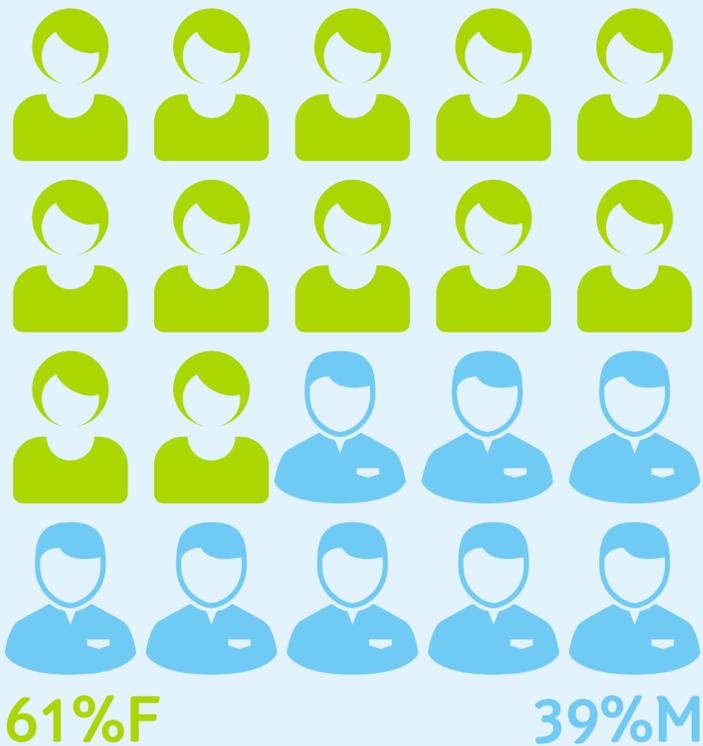


TUI UK Ltd

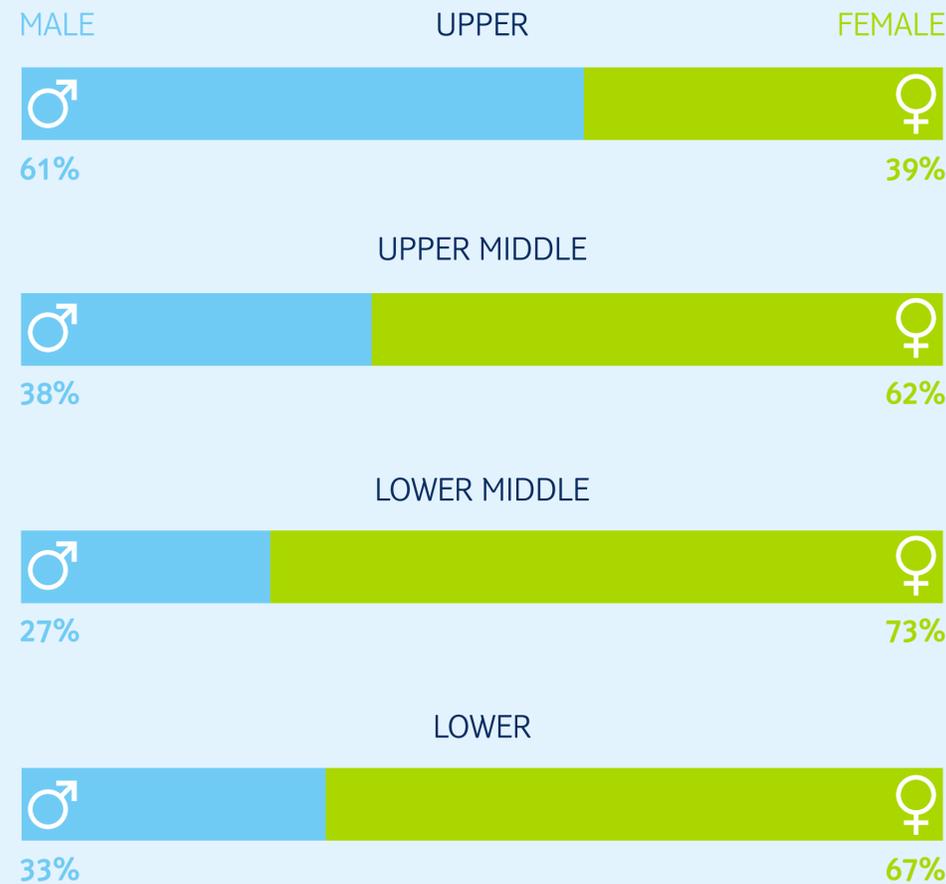
The TUI UK entity employs the majority of our managers, including our executive board. We will continue to focus on addressing the gender balance

of our senior management population and also STEM (science, technology, engineering and maths) roles.

3,014 EMPLOYEES

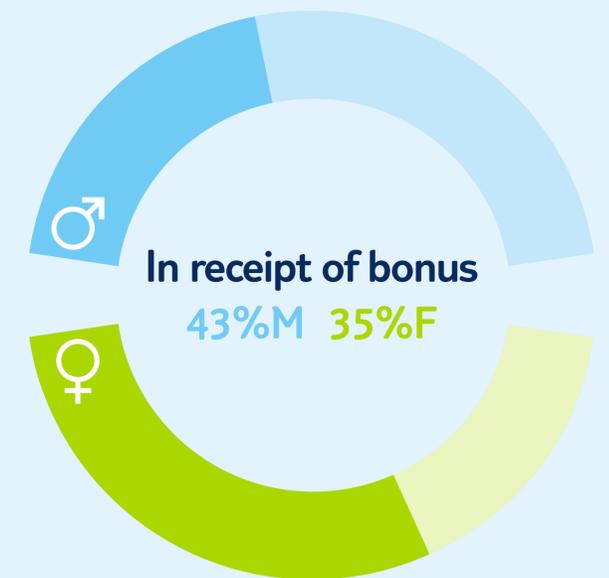


Pay Quartiles



TUI UK Ltd

Differences between male and female	MEAN	MEDIAN
Female hourly rate of pay	32% (lower)	31% (lower)
Female bonuses	75% (lower)	32% (lower)



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How will we create a diverse and inclusive workforce and culture?

At TUI we strive to be a diverse and inclusive business. Diversity is broad and complex and needs to consider all the ways we differ; it includes everyone and is about both visible and non-visible differences. Being inclusive means valuing and encouraging a workplace and culture where all can thrive.

We will ensure diversity and inclusion remains the focus of attention through regular dashboard reporting to our senior teams. We will continue to review pay and reward practices to ensure that they remain gender neutral.

To make significant change in our gender pay gap will take time. We are committed to increasing the number of females holding senior roles by reviewing and ensuring our attraction methods contain no bias in style, tone

and language and are implementing unconscious bias training for our hiring managers. This will not only help us address any gender bias in recruitment, but any other bias that impacts diversity and inclusion in the broadest sense.

We aim to reduce occupational segregation and encourage a more even gender split across the organisation. We will review our organisational design, including the full and part-time role balance, and continue the work already started in increasing our female pilot population.

We are committed to maintaining focus within TUI, and awareness within our industry, on all aspects of diversity and inclusion, as well as effecting change in our own business.

