

Thomsons Online Benefits 2018 UK gender pay gap report.



At Thomsons we are passionate about creating brilliant careers for all our talented people. A key part of this passion is supporting the development of women in the workplace because we understand that when women are successful in their careers, that both businesses and society thrive.

We are a values-led organisation, where our values of ‘being brilliant together’, ‘challenging everything, delivering excellence’ and ‘maximising potential’ are part of our unique culture. Our people apply this passion to their everyday working lives at Thomsons.

This includes our commitment to ensuring that all our people reach their full potential, by being rewarded fairly and having the same opportunities for recognition, reward and career development. This will include looking further than wider societal norms, and driving gender parity forward.

Our parent company Mercer also champions the advancement of women, both inside and outside the organisation, notably through their extensive global gender parity research project “When Women Thrive”. This commitment is evident through Mercer’s EDGE certification and Mercer being on The Times UK Top 50 Employers for Women list for two years in a row.

Like many organisations we still have more to do, and we are on a continuous journey to further women’s progression in the workplace.

The gender pay gap regulations

Following last year’s new regulation, it is important for Thomsons to continue monitoring the details of our gender pay and bonus gap ensuring that any pay gaps are regularly identified, discussed and over time closed. To support this we have worked hard to reduce the gap by recruiting more women into senior positions, benchmarking all of our roles to market, creating a gender chapter as part of a new in-house diversity initiative called ‘Everybody Thrives’ and by continuous monitoring of male and female gender balance when it comes to pay rises, promotions and bonus payments.

Before looking at the outcomes it is important to provide some context around equal pay and the gender pay gap to clarify that they are not the same thing. The gender pay gap shows the gap between the mean and median earnings of women and men within a company. The bonus pay gap shows the gap between the mean and median bonus paid to women and that paid to men. In other words, gender pay gap and bonus pay gap look at the mean and median across the entire company for women and men. This is different from equal pay, which relates to differences in individual pay between women and men holding specific jobs.

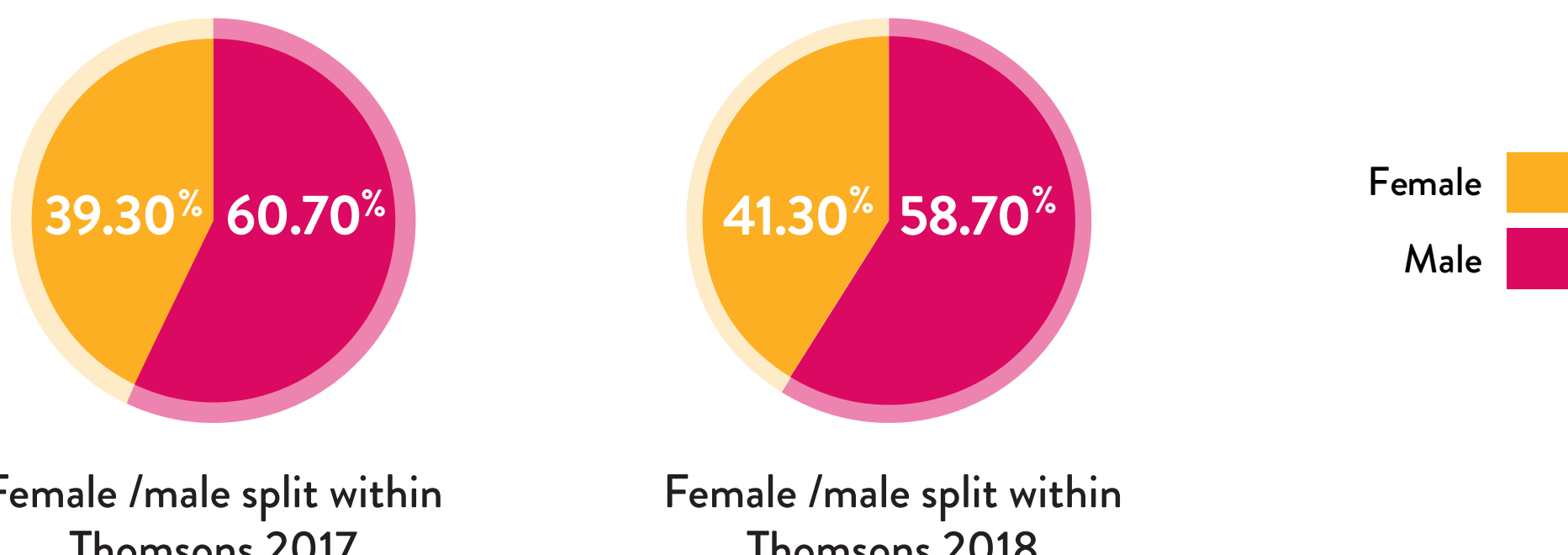
Thomsons Online Benefits 2017 vs 2018 gender pay gap

Metric	2017	2018	Progress in closing Gender Pay Gap
Mean gender pay gap	31.21%	19.01%	↓ 12.19%
Median gender pay gap	20.00%	13.97%	↓ 6.03%

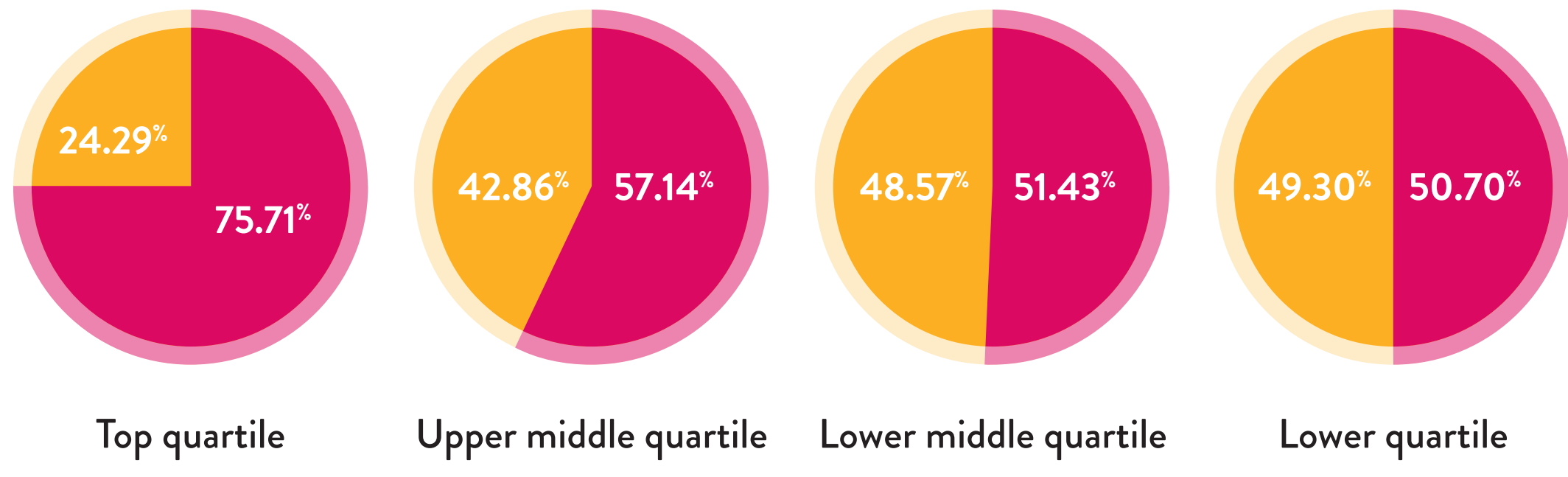
Understanding our gender pay gap

Last year Thomsons People were made up of 61% men and 39% women. We had a higher number of men within our senior management roles resulting in a higher average pay for men than for women.

We are keen to continue to improve the gender split between female to male ratio within Thomsons in the future.



Female and male quartiles for 2018

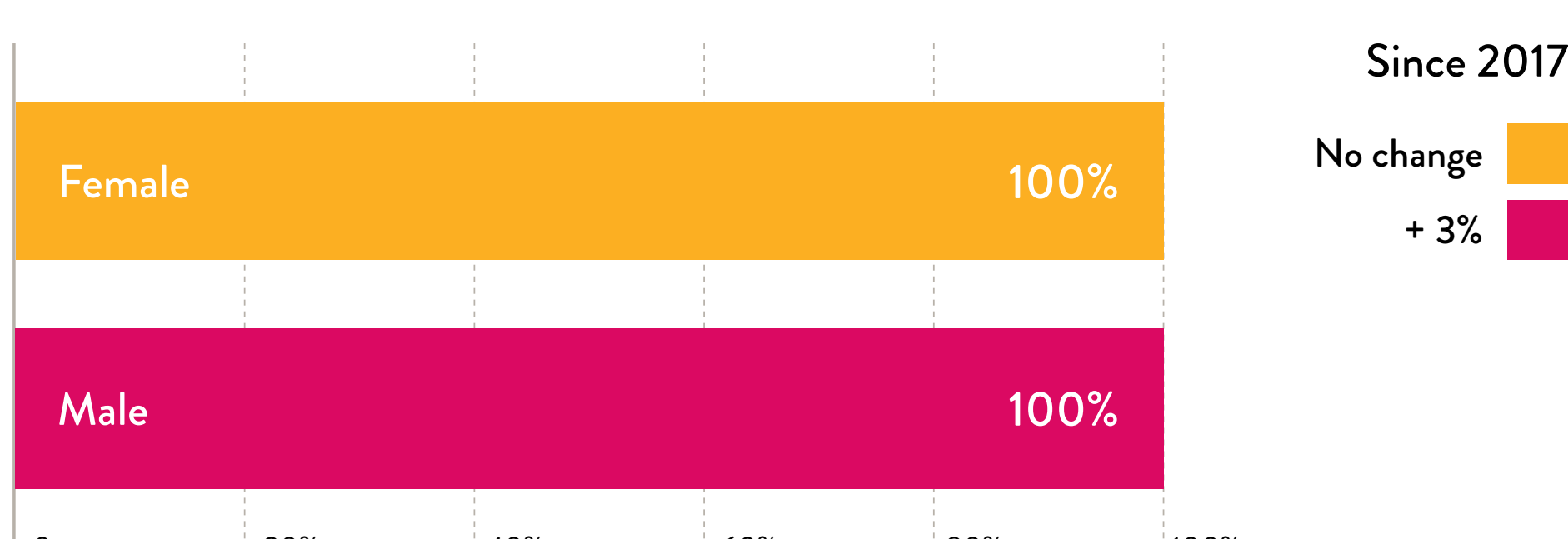


2017 Quartiles	Top quartile	Upper middle quartile	Lower middle quartile	Lower quartile
Female	17.91%	42.65%	46.27%	50.00%
Male	82.09%	57.35%	53.73%	50.00%

Thomsons Online Benefits 2017 vs. 2018 gender bonus gap

Metric	2017	2018	Progress in closing Bonus Gap
Mean bonus gap	29.65%	22.73%	↓ 6.92%
Median bonus gap	31.96%	23.34%	↓ 8.62%

2018 Percentage of females and males receiving a bonus



Understanding our gender bonus pay gap

The median bonus pay gap will continue to close as we support our new gender balance initiatives. All employees are eligible for a bonus and it is our sales and senior leaders where the highest bonuses are received.

Progress made since 2017

We have made meaningful progress over the last year but Thomsons is still committed to closing the pay gap.

Thomsons prides itself on being an organisation that supports families by helping those who take maternity or shared parental leave to return to work, with either full time or flexible working arrangements.

By continuing and introducing to offer additional parental support for working parents we will help reduce the gender pay gap and encourage more women to return to work and continue their successful careers with us.

Unconscious bias training has been rolled out, not only to all of our managers but also to all of our people for continued focus on these very important issues.

Thomsons’ care for our people extends beyond the workplace, and focuses on greater support for working parents, including:

- Setting up a programme for parents returning to work, which is successfully helping them acclimatise to being back at work after extended periods of leave.
- Improving communications and support for flexible, parental and shared parental leave has proved successful in retaining committed team members.
- Our Everybody Thrives group led by our employees has guided the success of not only this initiative but also other diversity programmes throughout the organisation.

Continued transparency around gender balance, including reporting on the initiatives and their progress/evolution to the wider business has demonstrated Thomsons’ commitment to gender parity and wider diversity initiatives. By reviewing our policies and processes it has allowed us to share inspirational stories, celebrate successes and promote role models.

Actions for 2018

At Thomsons, we will never become complacent of our achievements and we will continue to monitor the balance of pay/promotions and salary increases.

Our new recruitment training programme will support and highlight gender through Diversity and Inclusion (our Everybody Thrives group). Thomsons will continue to inspire, recruit and welcome new members to this group and to support current mentors who are already making positive impressions in our work place. By empowering women and embedding an inclusive culture by way of the Everybody Thrives group we will promote a growing collection of success stories from within the business.

Declaration

I confirm the gender pay gap data contained in this report for Thomsons Online Benefits is accurate and has been produced to meet the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Signed by Stephen Read

CEO