



holiday**extras**

Gender Pay Gap Update 2024

Snapshot date
5th April 2024



“The information provided in this report is accurate.
To learn more about our Diversity, Equity and
Inclusion (DEI) action plan, visit:
holidayextras.com/about-us/unleashing-potential.html”

Group CEO Matthew Pack



The Government requires UK companies with 250 or more employees to publish their gender pay gap - this is the difference between the average hourly earnings for men and women. The data in this report relates to salaries as of April 2024.

This is calculated by adding up the pay for all the men and dividing it by the number of hours they worked, doing the same for the women and comparing the numbers (mean). We also report the median which, if you order all the salaries of men and all the salaries of women, takes the middle of each and compares the difference.



A Better Future
Arrivals  



Company overview

Holiday Extras Group*

Established: 1983

Employees: 717

Male/Female ratio: 49:51

*Data as of 5th April 2024 for the UK based entities within the HX Group. Based on the legislation only Holiday Extras Limited is required to publish Gender Pay Gap data as there are over 250 employees, so we have laid out data for Holiday Extras Limited separately.



About us

At Holiday Extras we help UK and European holidaymakers get ready for all of their trips. Our purpose is to offer our customers less hassle so they can enjoy more holiday.

We apply this principle of enhancing experiences to our team, offering support at every career stage, from the early days to significant milestones such as starting a family, taking breaks, or coming back to work.

Understanding the uniqueness and significance of these moments for each individual, we're deliberate in making sure everyone's journey with us is fully maximised.



We are ambitious, and these ambitions extend to people and the planet too. We are committed to driving responsible, sustainable growth that not only benefits our partners and customers but also makes the world a better place - one where Holiday Extras leaves a lasting, positive impact. We will reduce our impact on the planet, we will inspire talent and unleash potential.

To unleash the potential of our team we aim to create an inclusive environment where everyone can be their true self. To serve our customers and achieve our goals we strive to ensure our team is diverse and representative across all levels of the organisation and that everyone regardless of who they are, their background and life experiences, feels valued and respected.

We have a diversity, equity and inclusion (DEI) action plan. We update this regularly and share it transparently, measuring our gender pay gap is a key part of this.

Our gender pay gap data

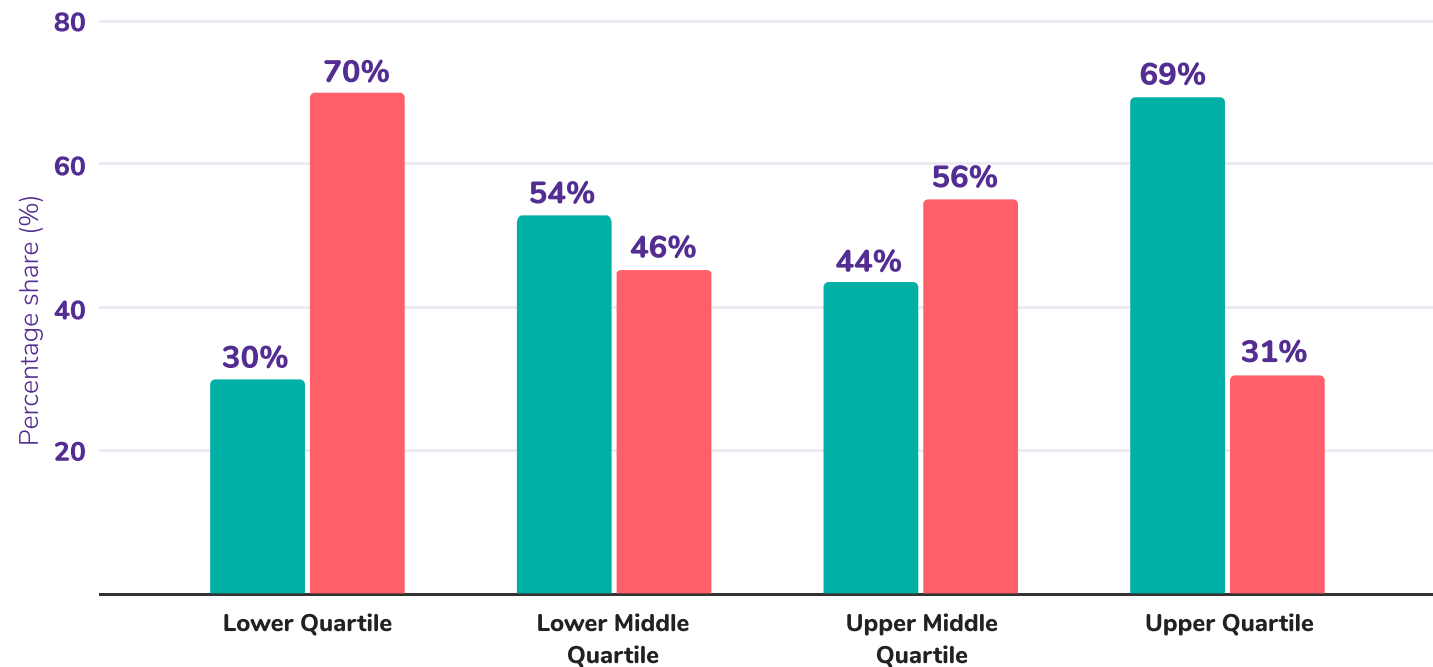
Employees by pay quartile



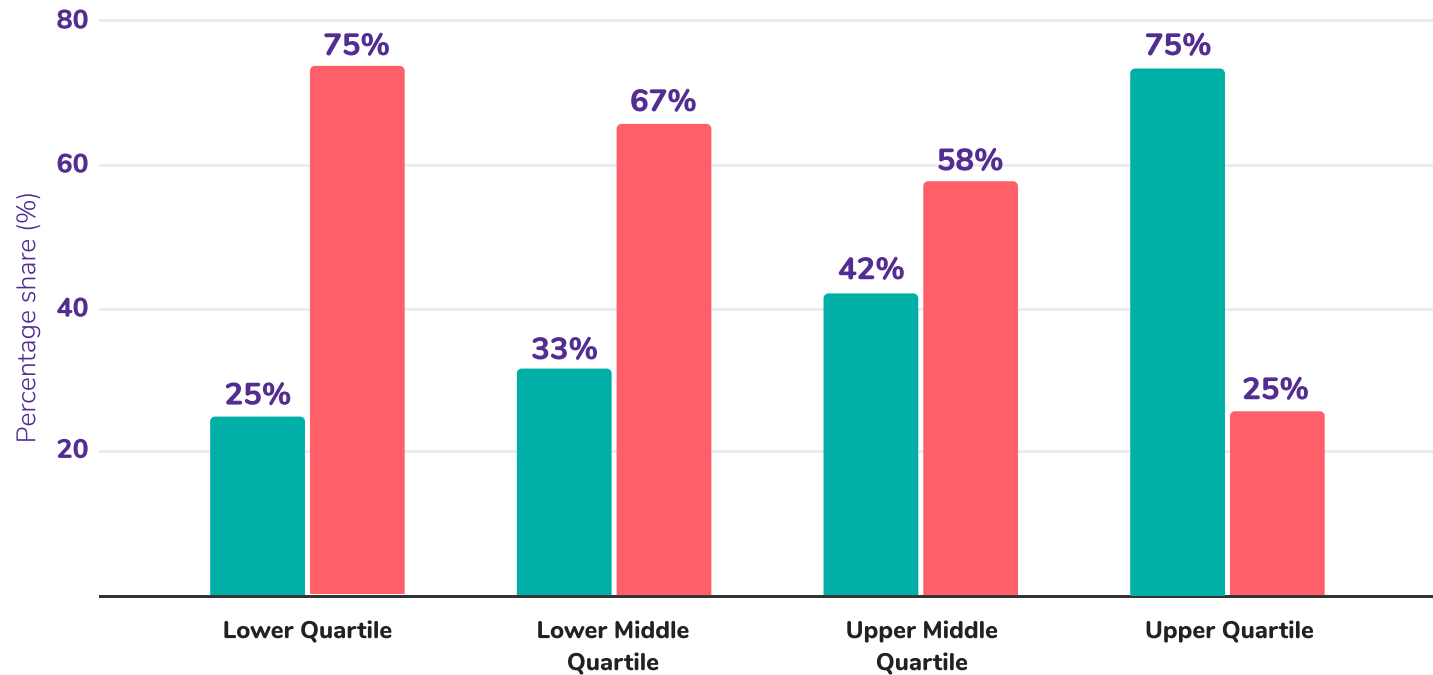
UK Group

The UK Group comprises six businesses:

- Our main Holiday Extras Limited, our largest business, focuses on airport/trip ancillary products - selling holiday extras
- Chauntry and ParkIT Limited combined provide parking technology on a global basis
- Cover Limited is a travel insurance business
- Oak Creative Design offers creative and web design to external partners and the Holiday Extras group
- Holiday Extras Shortbreaks Limited, which offers UK breaks
- Airparks Limited, the operating company for airport car parks leased/owned by the group



UK Group



Holiday Extras Limited

Pay gap data

Overall UK Group

Mean

28.6%

-4.9ppt YOY

Median

19.6%

-9.2ppt YOY

Holiday Extras Limited

Mean

38.2%

-1.1ppt YOY

Median

39.1%

-2.0ppt YOY

Bonus gap data

UK Group

Mean

57.9%

Median

14.4%

Who received bonus pay?

83%
of men

93%
of women

Holiday Extras Limited

Mean

66.9%

Median

28.5%

Who received bonus pay?

90%
of men

95%
of women