

Gender Pay Gap Results as at April 2018

As the UK's leading operator of escorted tours and river cruises and a recipient of three prestigious Which? awards, we understand how critical our staff and Tour Managers are in delivering the best experience possible for our customers and the ongoing success of our business. As such we welcome the new UK government regulations in respect of requiring relevant companies to publish their gender pay gap information each year.

Our report looked into the difference between the average earnings of men and women working for Riviera Tours Ltd as at April 2018. The report is based on 162 staff based in the UK's head office in Burton-on-Trent and a further 284 Tour Managers based both in the UK and abroad. Of the total of 446 people, 306 (69%) were women.

The mean and median pay gap figures for both hourly pay and bonuses are summarised below (*)

Mean gender pay gap in hourly pay 20%

Median gender pay gap in hourly pay 0%

Mean gender pay gap in bonus 41%

Median gender pay gap in bonus 22%

We recognise that our gender pay gap is not a matter of equal pay, rather a lack of representation at senior Executive level. We are fully committed to gender equality and to recruiting, developing and advancing women at all levels in our business and ensuring every employee reaches their full potential.

(*) The figures set out above have been calculated using the standard methodology set out in the Equality Act 2010 Gender Pay Gap Information Regulations) 2017