

## **Centaur Travel – Human Resources**

### **Gender Pay Gap Report 2025**

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#### 1. About Centaur Travel

Centaur Overland Travel Ltd. is a passenger transport business. We provide transport services to councils, businesses, organisations, and individuals. Our staff are predominantly deployed in Driver and Passenger Assistant roles.

#### 2. Gender pay gap analysis

This analysis has identified the following:

- i. An increase of 35.07% of women in the Upper Middle pay quarter**
- ii. A reduction of 7.43% of women in the Lower pay quarter**
- iii. The median gender pay gap is down to 0%**

#### 3. Reasoning

The reasoning for the above findings are:

- i. Centaur Travel is a slightly male-dominated business.
- ii. Most females are employed as Passenger Assistants whereas most males are employed as Drivers.
- iii. Due to the greater responsibilities and employment market conditions, Driver wages are higher than Passenger Assistant wages.
- iv. Driver and Passenger Assistant roles along with all roles within the business are paid at the same rate irrespective of whether a male or female occupies a position.

#### 4. Measures

The Company is taking the following measures to address the gap:

- i. Continue to ensure Driver and Passenger Assistant vacancy material is gender neutral.
- ii. Continue to ensure vacancies are published to a diverse audience using recognised and established channels, such as nationwide job websites.
- iii. Continue to ensure that there is no gender bias within our recruitment and onboarding policies and procedures.
- iv. Promote a family-friendly culture supported by robust policies.
- v. Hold a flexible approach to the childcare needs to staff.
- vi. Utilise Job fairs to promote vacancies within the company.