

## Centaur Travel – Human Resources

### Gender Pay Gap Report 2023

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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

Our second gender pay gap analysis has identified the following:

- a. **An increase of 4.83% of women in the upper middle pay quarter**
- b. **A reduction of 1.57% of women in the Lower Hourly pay quarter**
- c. **The median gender pay gap is at 17.23%**

#### 3. Reasoning

The reasoning for the above findings are:

- a. Centaur Travel is a slightly female-dominated business.
- b. Most females are employed as Passenger Assistants whereas most males are employed as Drivers.
- c. Due to the greater responsibilities and employment market conditions, Driver wages are higher than Passenger Assistant wages.
- d. 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:

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