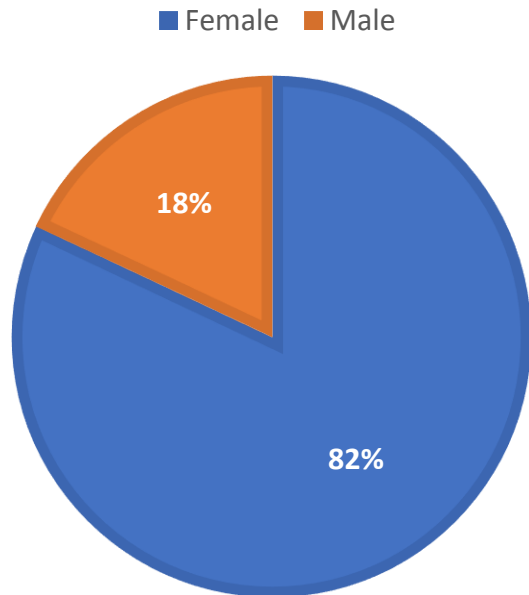


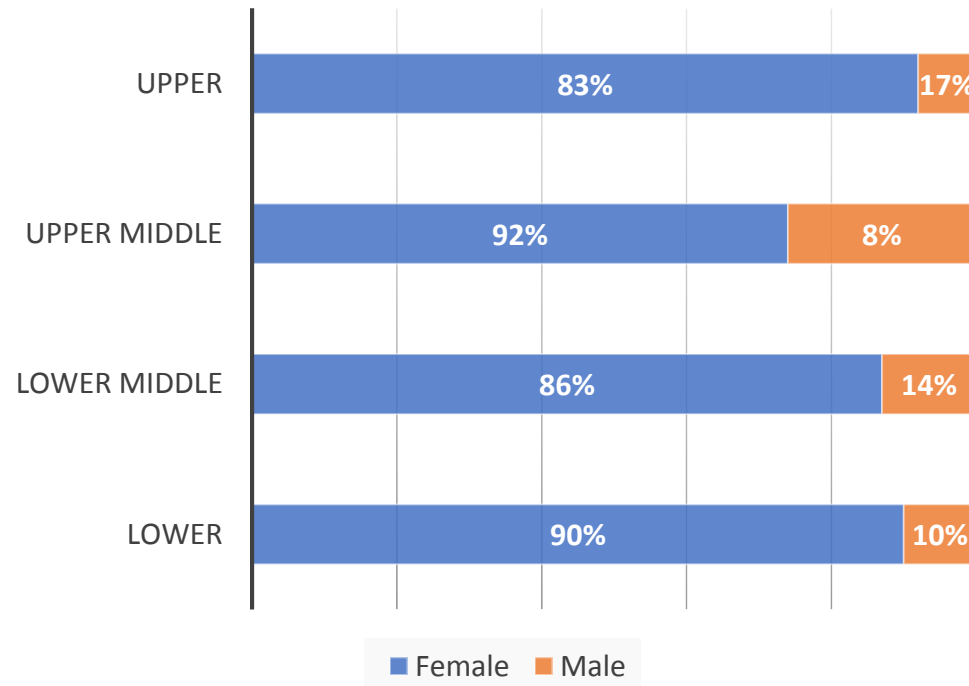
Dawson & Sanderson Ltd Gender Pay Gap 2016/17

We are proud to employ 259 colleagues across our 23 travel agency stores, mainly based in the North East. Our hope is that our team deliver service beyond expectation to our customers. In return their expectation is that pay is based on performance with no reference to gender. The analysis of the gender pay gap results below mean we can confirm that the differences shown in median hourly pay relate to a recent intake of apprentices that happened to be all female. Bonuses are targeted and initially branch related and reflects the female/male split in the stores that achieved higher level targets – Chris Harrison Managing Director

259 EMPLOYEES



Pay Quartiles



| Differences between male and female | Mean | Median |
|-------------------------------------|-----------|-----------|
| Female hourly rate of pay | Equal | 1% lower |
| Female bonuses | 10% lower | 10% lower |

IN RECEIPT OF BONUS

