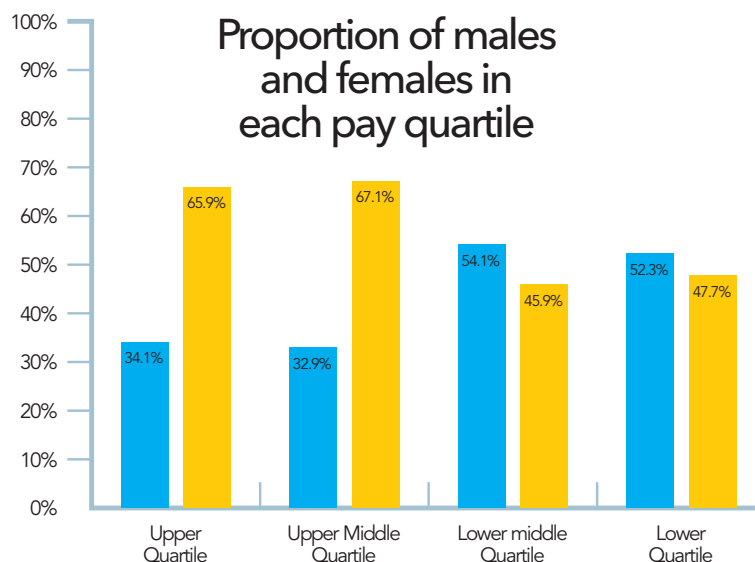
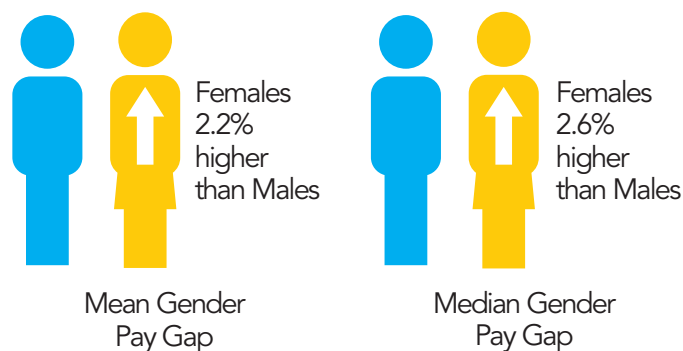


Fair play on Gender Pay

At John Fowler Holidays we want to ensure that everyone, regardless of their age, gender, background, race or ethnicity, has an equal opportunity to develop, progress and thrive within our business. Our desire is to create a company and culture that attracts and retains the best people in our industry. We also want to reflect the communities that we are part of. As such, we strive to achieve a balance of male and female employees across our different grades and business functions. Our approach to pay is gender neutral which is reflected in our figures.

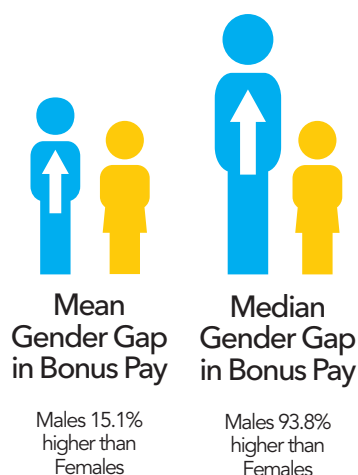
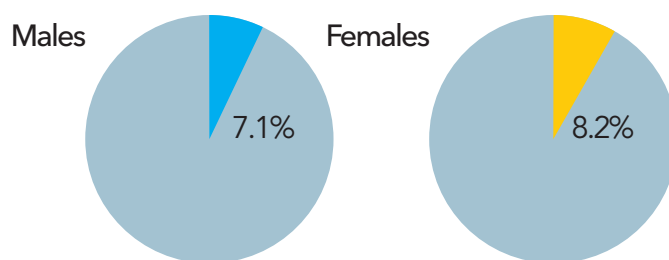


Gender Pay Gap



Gender gap in bonus pay

Those who receive bonuses



The Bonus Pay Median is skewed by a large number of Female call centre commissions. On a like for like basis the median for Female bonuses would be 13.75% higher than for Males