

Gender pay Gap statement

April 2025

Our Business

Adventure Travel is part of the ComfortDelGro PLC group and operates a fleet of 126 vehicles, including local bus and home to school contracts across Wales, and private coach hire both nationally and international across Western Europe.

As a business with 206 relevant employees on the snapshot date of 5th April 2025, we are under the threshold for mandatory reporting, however as we are part of a larger PLC group we have reviewed and analysed our position.

At Adventure Travel we believe in promoting equality and diversity amongst our workforce

and are committed to rewarding our people fairly, irrespective of gender, and we are proud of the service that all of our employees provide across the business.

The figures calculated for our business continue to show a gender pay gap that is lower than the UK National Average of **12.8%** for all employees and **6.9%** for full time employees.

The national figures were compiled from the Office for National Statistics report that was published in October 2025.

Hourly Pay gap analysis summary

6%

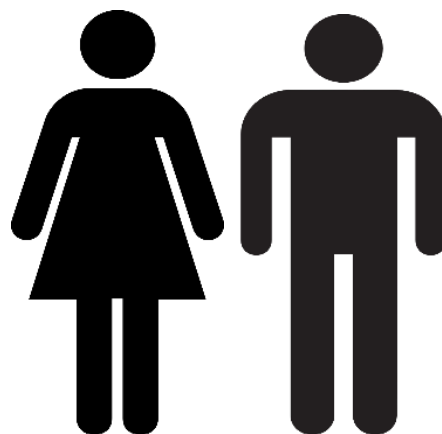
of our staff are female.

0%

Mean (average) Bonus gender pay gap

-10.59%

Mean (average) gender pay gap



94%

of our staff are male.

0%

Median Bonus gender pay gap

12.8%

Compared to the UK average (median gap) in 2025

Why is there a gap and what does it mean?

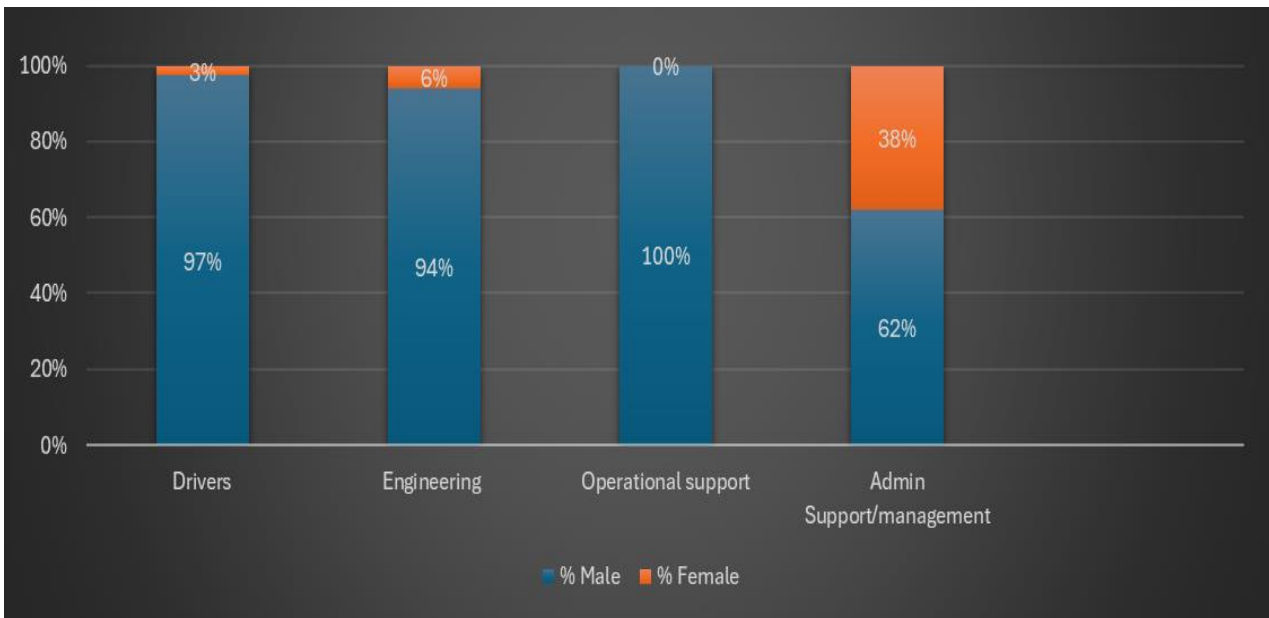
As of April 2025, Adventure Travels workforce comprised of 6% females and 94% males.

The mean -10.59% and median 2.08% differences are reflective of how women and men are spread throughout the organisation.

It does not indicate that men and women doing the same work are paid differently.

Whilst Males and females are paid exactly the same rates of pay within the same role, the mean gap is due to a female holding the most senior leadership role within the company.

Adventure Travel Headcount analysis as at 5th April 2026



Hourly pay Quartiles

This shows the proportion of Males and Females in four pay bands arranged from the lowest to highest.

	Lower	Lower Middle	Upper Middle	Upper
Females	12%	2%	4%	8%
Males	88%	98%	96%	92%

Moving forward

Adventure Travel remains committed to paying all its employees fairly, irrespective of gender and we continue to actively encourage new female recruits in all areas of the business.

During 2026 Adventure Travel has been involved in establishing a steering group for the Wales network for the Women in Bus and Coach initiative, with the aim of supporting, encouraging and inspiring women in the bus, coach and community transport profession in Wales.

Cerianne Cullen
General Manager