



# WGEA EMPLOYER STATEMENT

Reporting period: 1 April 2022–31 March 2023





# Our diversity commitment

Intrepid's mission is to create positive change through the joy of travel.

We believe our strength as people is in our differences, which is why diversity and inclusion is close to our hearts. Our more than 2,800 office-based staff and tour leaders represent about 70 different nationalities, and a mix of races, genders, cultures, sexual orientations and religions.

To us, it's about more than achieving representation-based targets. It's about creating inclusive teams by fostering the equal and meaningful participation of all staff at every level. Our values underpin our approach to inclusion and diversity. These guide our behaviours and decision making.

\*For the purpose of this statement, we're reporting on both Intrepid Travel in Australia and Jump Out Of Bed (JOOB), in which Intrepid Group is a majority shareholder.

# Our commitment to gender equality

At Intrepid, we know that our strength comes through our differences and the freedom for everyone to be themselves – locals, leaders, and travellers alike.

We have a history of championing gender equality and inclusiveness – through our business, with our people, on our trips and via our not-for-profit, the Intrepid Foundation. However, we know we have more work to do.

## Empowering women across our business

Intrepid has been a signatory of the UN Global Compact Women's Empowerment Principles since 2017. We report on our gender progress annually in our integrated annual report.

We produce an internal global gender pay equity report annually, which indicates the gender pay gap levels in each location by position grade. This helps us to better understand where we're at and make adjustments as required. We have also introduced flexible working, parental leave, and breastfeeding policies to better support working parents and parents returning to work after having a child.

We're not just looking inward. As a certified B Corp, Intrepid is part of a global network of purpose-led businesses who share best practices and learn from each other. B Corps are committed to the highest standards of social and environmental governance. As we work towards our next B Corp certification in the second half of 2024, we're making sure we advance gender equality in a number of ways, including by working with women-owned businesses in our supply chain.





## Empowering women on our trips

In 2018, Intrepid launched a range of Women's Expeditions – all-women tours led by women tour leaders. These trips are all about breaking down barriers, fostering discussion and creating immersive local experiences for women that are ordinarily off limits in mixed groups. We offer these expeditions in countries including Peru, Pakistan, India, Morocco, and Jordan.

In addition, all of our trips aim to provide women employment opportunities through locally led experiences – from carpet weaving workshops in Pakistan and Turkey to an artisan jewellery business in Zambia – while also supporting women-owned and operated businesses in our supply chain.

## Amplifying women's voices

We know representation matters. That's why we ensure we feature women's voices and highlight the many achievements of the women in our community on our platforms. These actions are guided by our [Ethical Marketing Policy](#) – which includes a commitment to working with diverse content creators – and measured with regular reporting, including in our integrated annual report.

## Empowering women via the Intrepid Foundation

Intrepid's approach to gender equality is further deepened in the communities we support through our not-for-profit, the Intrepid Foundation. Our foundation, which was founded in 2002, today supports 49 partners in 36 countries around the world.

We support many organisations that put gender equality at the core of their operations and understand that the key to creating real, meaningful change requires women's voices to be heard at every level, as well as their participation and leadership. A common thread among many of our community partners is their approach to embedding women's empowerment across their operations – from supporting girls' education in Morocco through our partner Education for All to empowering marginalised women in Kenya through the Patinaai Osim Community Care Organisation.



# Our performance in Australia

At Intrepid Travel Australia, we have **219 staff**, with:

- **69%** identifying as **women**
- **31%** identifying as **men**
- **<1%** identifying as **non-binary**

As part of our commitment to gender equality and inclusion, we will look to evolve our systems to support more inclusive and accurate reporting for a wider range of genders.

We are also majority owners of tour operator Jump Out of Bed Travel (JOOB), which is responsible for running our trips across Australia. JOOB has **82 staff**, with:

- **52%** identifying as **women**
- **48%** identifying as **men**



Table 1

## Our gender pay gap

The gender pay gap is the difference in earnings between women and men. The gap is usually shown as a percentage, comparing what men and women earn. The gender pay gap can be measured as an average, mean or median and against base salary or total remuneration including additional payments such as bonuses.

- **If it is a percentage above zero, it means men are earning more** across Intrepid Travel.
- **If it is below zero, it means women are earning more** across Intrepid Travel.

The gender pay gap is not to be confused with women and men being paid the same for like roles, or comparable, jobs. This is referred to as **pay equity**, which Intrepid Travel is committed to across our workforce.

At Intrepid Travel Australia, our average total remuneration (inclusive of salary, superannuation and bonuses) pay gap is 14.4%, with a median of 20.3%. Our average total remuneration pay gap decreased from 19.3%, and from a median of 25% in 2021–22.

While we are pleased with this progress, we recognise there is still significant work to do and are committed to increased focus and investment in gender pay equity through 2024 and beyond.

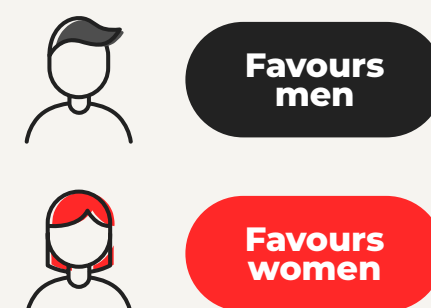
At JOOB, our average total remuneration pay gap is 2.3%, with a median of 4.9%.

In both instances we are performing well against the industry benchmark (Travel Agency and Tour Arrangement Services) gender pay gap of 25.9% median total remuneration.

**Table 1** to the right shows the gender pay gaps over time for Intrepid Travel Australia.

ALL EMPLOYEES	2020–21	2021–22	2022–23
Average (mean) total remuneration	20.1%	19.3%	14.4%
Median total remuneration	21.1%	25%	20.3%
Average (mean) base salary	20.1%	20.2%	15.6%
Median base salary	21.1%	25%	21.5%

### LEGEND



14.4%

Average pay gap  
(total remuneration)

20.3%

Median pay gap  
(total remuneration)



2.3%

Average pay gap  
(total remuneration)

4.9%

Median pay gap  
(total remuneration)



22.1%

Average pay gap  
(total remuneration)

25.9%

Median pay gap  
(total remuneration)

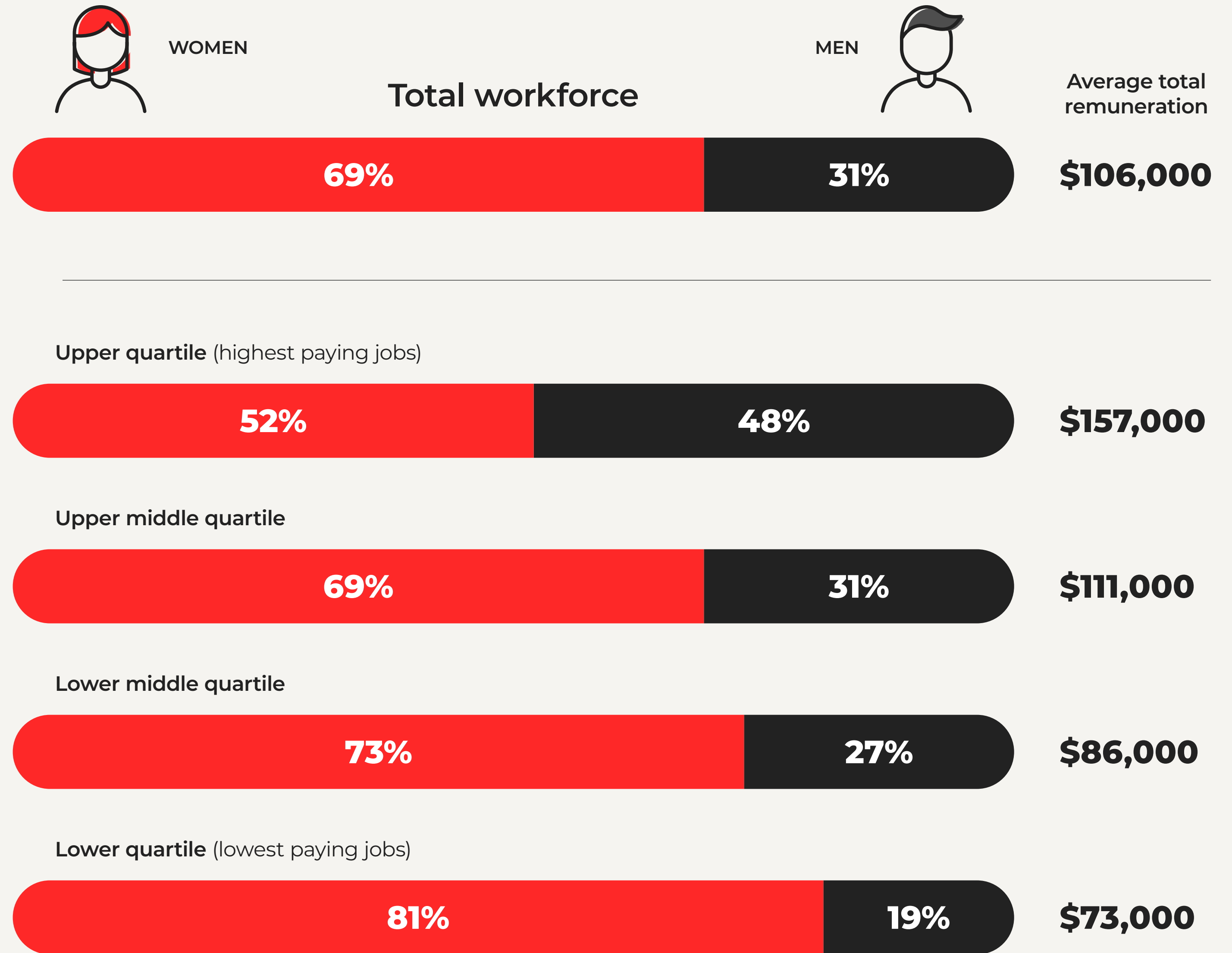
## Gender composition by pay quartile

The chart to the right divides the total remuneration full-time equivalent pay of all employees into four equal quartiles. A disproportionate concentration of men in the upper quartiles and/or of women in the lower quartiles can drive a positive gender gap.

In Australia, our representation of women at each pay quartile is above 50%, however this proportion decreases from 81% in the lowest quartile to 52% in the highest quartile.

**The result is that the higher proportion of women at the lower pay quartiles is driving Intrepid's gender pay gap.**

A key focus in our gender equality strategy, which is being developed in 2024, will be to ensure women proportionally progress through into our senior roles.



# Key drivers of the gender pay gap at Intrepid in Australia

As with many companies, the main driver of our overall gender pay gap is our workforce gender composition. Although the middle layers are balanced, our senior leadership team in Australia are predominantly men (72%) while our junior professionals are predominantly women (78%).

Like for like, however, the gender pay gap is overall ~1%.

Our executive gender composition in Australia is at 28% women vs 72% men, with the two most senior positions (CEO and CFO) being men. This ratio improves to 36% women versus 64% men when we take into account that several of the executive roles at this level are based outside of Australia. Like for like within this group, the gender pay gap is 2% in favour of women.

Our senior management team is gender-balanced consisting of 53% women and paid equitably with just a 1.2% pay gap in favour of men.

Intrepid has significantly more women among our career professionals and middle managers. In this group, the pay gap is 8.7% in favour of men, mainly driven by our technology roles as these positions command a premium in Australia and have traditionally attracted more applications from men. The recruitment and retention of more women into digital and technology roles will be a focus of our strategy in the future.

Intrepid's junior professional roles are primarily in Customer Service and Marketing which are functions that traditionally attract more applications from women than men. In this group, we have a like for like pay gap of 1.5% in favour of women.

## INTREPID'S BROAD BANDS

MOST SENIOR ROLES

### Shape Core management

Global Core Management Team is predominantly men, particularly in Australia where the ratio is 72%. Like for like, gender pay gap is 2% in favour of women.

### Lead Senior management

Senior Management population is gender-balanced and paid equitably.

### Guide Middle management

Pay gap is skewed by Technology roles that command a premium and are traditionally dominated by men.

### Action Career professionals

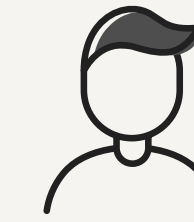
Primarily junior professionals in Sales and Marketing that have traditionally attracted more applications from women than men.

LEAST SENIOR ROLES

## WORKFORCE GENDER COMPOSITION



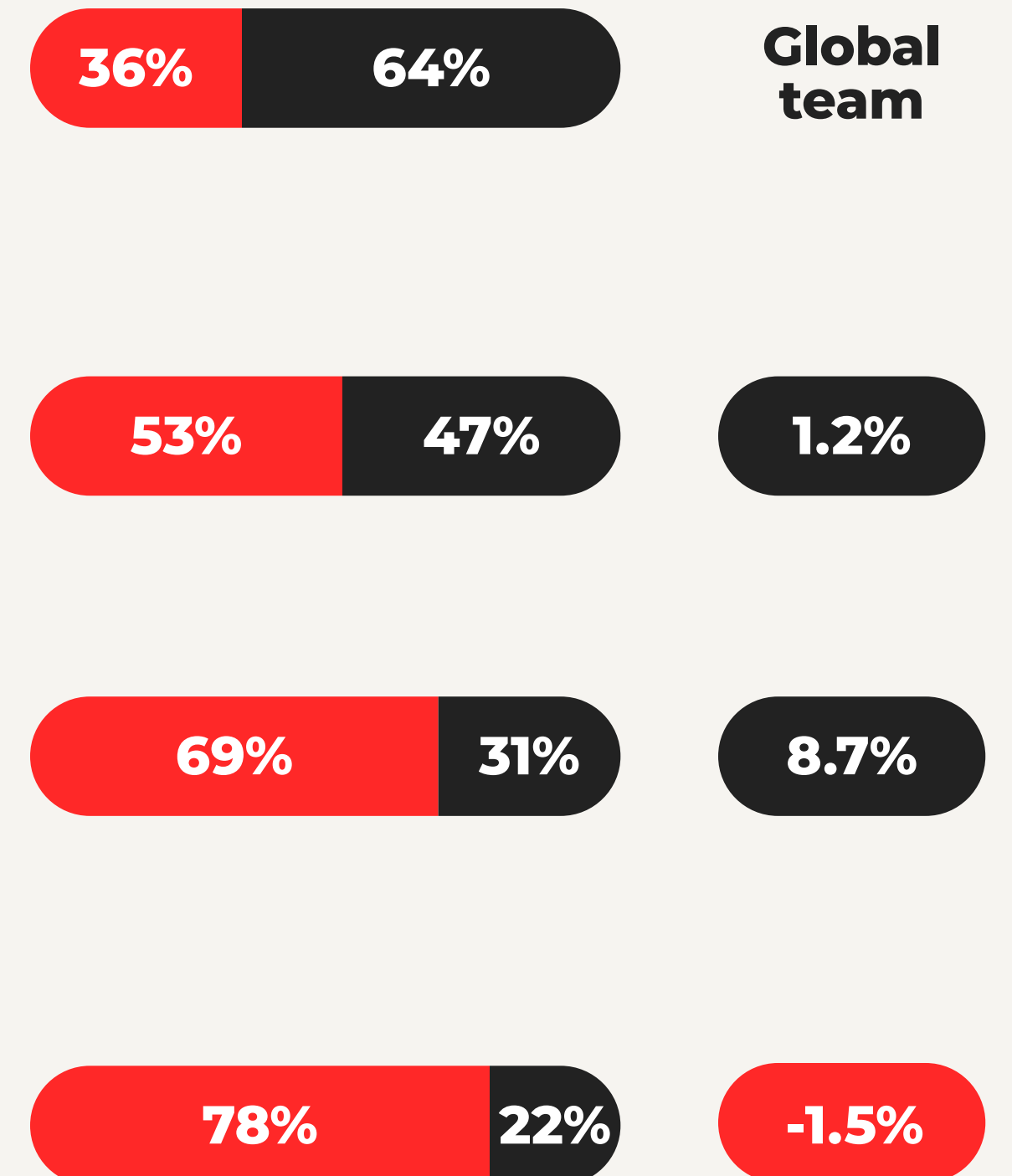
WOMEN



MEN



GENDER PAY GAP





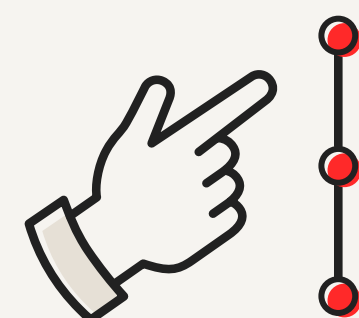
# Our progress

A key focus for Intrepid is continuing to improve gender diversity in parts of the business where women are currently underrepresented.

We are proud that over the past year we have made substantial progress towards our objectives, however we recognise that there is still significant work to do. We will continue to focus on and invest in gender pay equity. This includes:

- **Gender equity pay reviews**, which looks at gender composition and parity between similar roles wherein we bridged the identified gaps and ensured that employees are not disadvantaged by their gender or tenure. These activities resulted in a significant decrease in our average gender pay gap from 19.3% in 2022 to 14.4% in March 2023.
- **In 2023 we conducted another round of pay equity reviews and salary adjustments.** As of 1 January 2024, we were able to further narrow down the overall gender pay gap to 13%.
- **Continue to provide flexible and hybrid work options** for all staff. We know that equal participation of both men and women in the workplace when it comes to caregiving responsibilities is an important initiative to address the gender pay gap.

- **Introduced enhancements to our global parental leave policy**, including a minimum 10 weeks' paid leave for all parents, plus an additional 4 weeks paid leave for the parent giving birth.
- **Intrepid introduced a new policy providing financial support for employees who travel regularly** and who have caregiving responsibilities.
- **Reviewed the gender diversity of our talent and succession pipelines** as part of our talent management and succession planning. We identified opportunities to increase the representation of women at all levels of the business through attraction, development, and retention initiatives.
- **Conducted a review of our Sexual Misconduct policy** and provided training for Managers.





# How we're continuing to close the gap

Intrepid is committed to continuing to address the gender pay gap in our business in Australia, and across the world.

In 2024 our actions and commitments include:

- **Set targets at each level of the business to achieve a more balanced gender composition**, particularly at the most senior and most junior levels. This is a key factor in addressing and reducing the gender pay gap.
- **Developing a specific gender equity policy and strategy.**
- **In addition to continuing the pay equity and living wage analyses and applying a gender lens to our remuneration review process, we are reviewing our global job sizing** to ensure that roles of similar value are being graded and compensated similarly. We are likewise conducting a review of our total remuneration packages to see where we can make adjustments to better align with industry practice. We're also committed to reviewing our sales incentive program which directly impacts our sales force made up predominantly of women.
- **Launch an employee-led and executive-sponsored employee resource group for gender equality.** These groups are spaces where our people and their allies can come together to talk and consult about issues that are facing them, educate the business on these issues and inform our gender equality strategy.
- **Introduction of Talent Hub** – A new recruitment team has been introduced to help to increase the diversity of our candidate pools and reduce any unconscious bias or gender-based language through the recruitment process.
- **Increased reporting by gender, e.g., headcount, hires, leavers, changes, promotions, exits by gender.** By gathering the data and reporting on it, we will be able to make more informed decisions around policies as they relate to gender.
- **Hire a Diversity and Inclusion Specialist** to focus on improving equality globally, including gender.
- **Continue to review and improve our family friendly leave** and other policies.
- **Scope a global Women in Leadership program.**



# Closing statement

At Intrepid, our mission is to create positive change through the joy of travel and we recognise that ongoing change needs to start with us, in our offices and workplaces. We will continue to support an equitable and inclusive workplace where all team members are valued and compensated fairly, regardless of gender.

As a business, we're proud of our diverse and inclusive team and the many benefits this brings. We are committed to taking proactive steps to address, narrow and eliminate gender pay gap disparities where they arise.

However, while we have made progress, we know this is not good enough. We accept that we have

significant work to do to address the gender pay gap in our business. We will continue to invest time and resources into addressing and closing this gap.

Intrepid takes a transparent approach and we will continue to track and report on our progress. Additionally, we're committed to staying the course, as well as implementing learnings and actions across our global team.

We are excited for the continued positive change ahead of us at Intrepid Travel.

**Meegan Marshall**  
Chief People Officer  
Intrepid Travel



## #INTREPIDTRAVEL

Learn more:

[intrepidtravel.com/gender-equality](https://intrepidtravel.com/gender-equality)

Questions or comments?

[responsible.business@intrepidtravel.com](mailto:responsible.business@intrepidtravel.com)

