



# WGEA EMPLOYER STATEMENT

Reporting period: 1 April 2023–31 March 2024





## 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 3,400 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. In our 2024 B Corp recertification, we achieved our all-time high B Corp score of 102.5. This renewed score, up +11.3 points from 2021, acknowledges key improvements we've made across different social and environmental impact areas.





## 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 Türkiye 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 such as training women drivers to operate electric rickshaws as part of the Holy City Rickshaw Project in 2024.



# Our performance in Australia

At Intrepid Travel Australia, we have **285 staff**, with:

- **66%** identifying as **women**
- **34%** identifying as **men**
- **<1%** identifying as **non-binary**

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 **78 staff**, with:

- **46%** identifying as **women**
- **54%** 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 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.

For this 2023–2024 gender pay gap report, Intrepid’s data has been presented as a combined corporate group, which includes Intrepid Travel and JOOB. This is also the first year that our CEO (man) data has been included. Our average total remuneration (inclusive of salary, superannuation and bonuses) pay gap is 15.1%, with a median of 6.3%.

At Intrepid Travel Australia, our average total remuneration pay gap is 22.3%, with a median of 18.7%. Our average total remuneration pay gap increased from 14.4% due to the inclusion of CEO data. However, the median decreased from 20.3% in 2022–2023, reflecting improvements in gender composition and pay equity from entry level to senior manager. In assessing pay, the median is often used as reference as it’s more stable, unlike averages, which can be easily skewed by outliers.

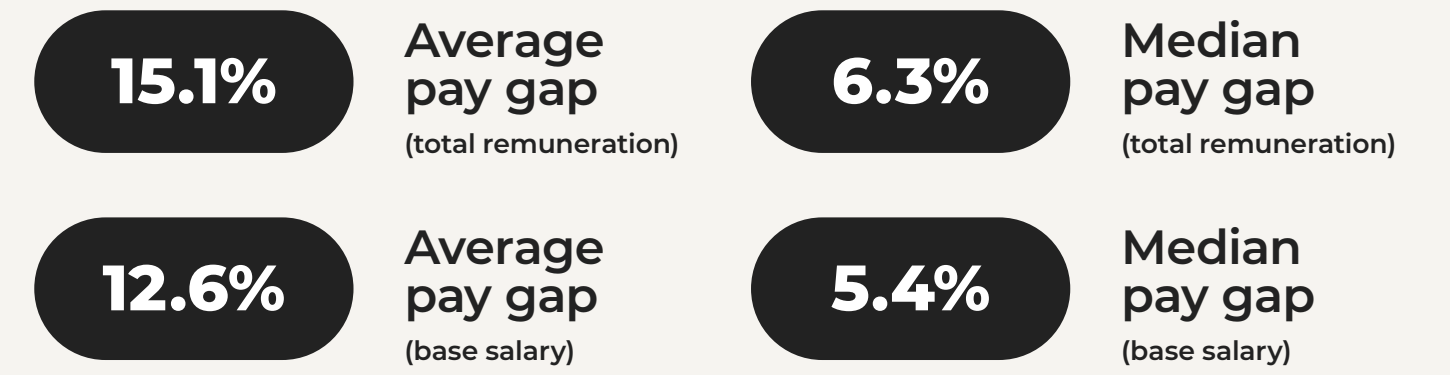
A separate JOOB pay gap was unreportable this year as there are fewer than 100 employees.

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

**Table 2** to the right shows the gender pay gaps for Intrepid’s Corporate Group.

ALL EMPLOYEES	2021–22	2022–23	2023–24
Average (mean) total remuneration	19.3%	14.4%	22.3%
Median total remuneration	25%	20.3%	18.7%
Average (mean) base salary	20.2%	15.6%	18.2%
Median base salary	25%	21.5%	16.6%

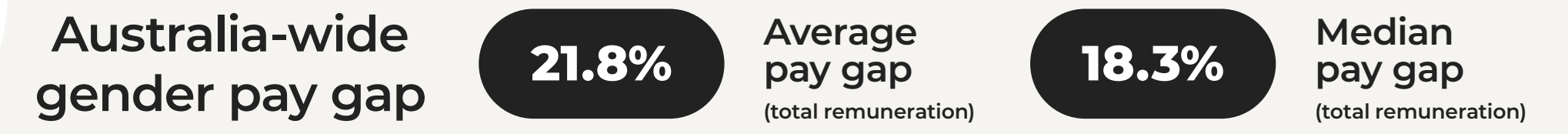
Table 2



LEGEND

Favours men

Favours women



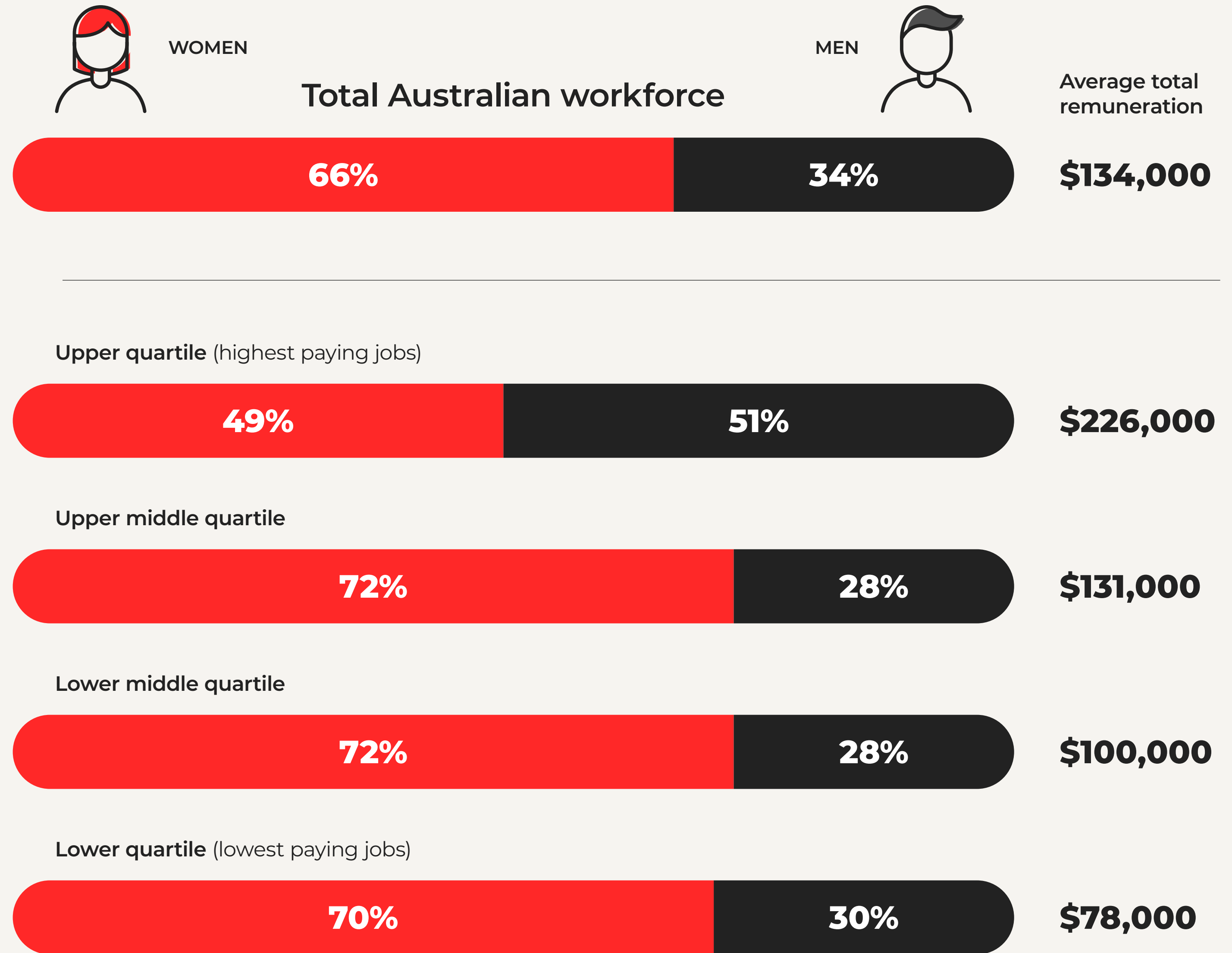
## Gender composition by pay quartile

The chart to the right divides all Intrepid Travel employees' total remuneration full-time equivalent pay 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 pay gap.

In Australia, our representation of women is proportionate to our total workforce composition at each quartile except for the upper quartile.

**The result is that the higher proportion of men in the upper pay quartile and women in the lower pay quartiles is driving Intrepid's gender pay gap.**

Since the last reporting year, we have made progress by increasing our representation of men in the lower quartile by 11% and seen women proportionally progress into roles through to the upper middle quartile. However, due to the inclusion of CEO (man) data, the upper quartile increased our representation of men.



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

As with many companies, the main driver of our overall gender pay gap continues to be the gender composition of our workforce. Although our Global Core Management team in Australia is still predominately comprised of men, the ratio has improved from a 72 / 28% men to women split to 67 / 33%.

The senior manager gender ratio continues to be balanced with a slight increase in the women ratio from 53% to 54%. In addition, from a previous pay gap of 1.2% in favour of men, this has now shifted to 6% in favour of women. This is a result of promotions of women as well as remuneration reviews and recruitment strategies that incrementally improve equity.

We continue to have more women at our career professional and middle managers level. Although we still see higher pay for

men at these levels, it has dropped from a gap of 8.7% last year to 4.7% this year. We achieved this 4% improvement, again through remuneration reviews that focused on improving equity, as well as greater focus on recruitment and retention of women into digital and technology roles.

Similarly, our junior professionals are still predominately women, and the ratio is now 23% men to 75% women, whereas last year it was 22% men to 78% women. Intrepid's junior professional roles are sales-focused and traditionally attract more applications from women than men. In this group, we have maintained a like for like pay gap of 1.5% in favour of women.

While these improvements are encouraging, we recognise that much work remains to close the gender pay gap across Australia.

Overall, like for like, the gender pay gap is maintained at ~1%.

## INTREPID'S BROAD BANDS

MOST SENIOR ROLES

### Shape Core management

Global Core Management Team is predominately made up of men, at 64% and women at 36% globally.

### 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. However, this has improved since last year.

### Action Career professionals

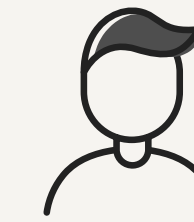
Primarily junior professionals in Sales and Marketing that have traditionally attracted more applications from women than men.

LEAST SENIOR ROLES

## WORKFORCE GENDER COMPOSITION



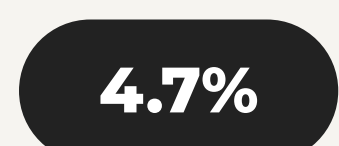
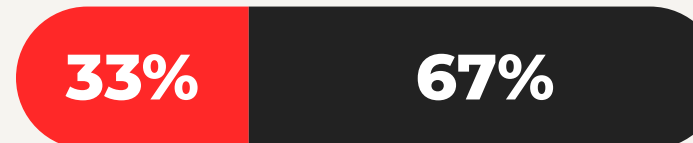
WOMEN



MEN



GENDER PAY GAP



\*Some percentages do not add up to 100% as <1% of individuals identify as non-binary

### LEGEND



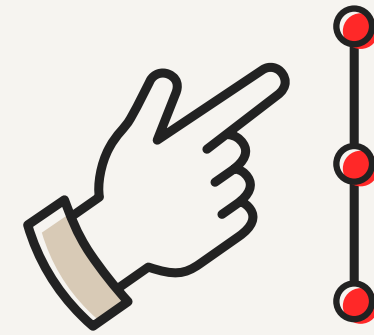
Favours men



Favours women



# Our progress globally



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

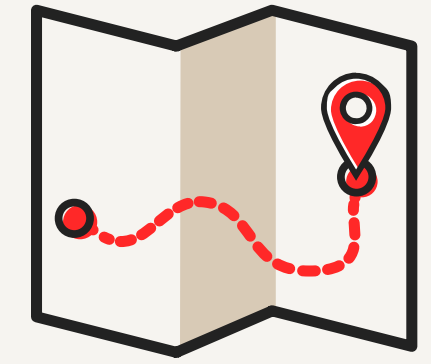
We are proud that over the past year we have made substantial progress towards our objectives. This includes:

- **Introducing a new recruitment process** to help to reduce unconscious bias through a specialist focus on diversity of interviewers and candidate pools, as well as removing gender-based language through recruitment.
- **Both managers and staff are equally represented by women** at 61.4%, reflecting our commitment to fostering gender diversity and equitable representation at all levels of our organisation.
- **Established our Intrepid Women Employee Resource Group** with over 120 members globally. This group is dedicated to empowering women by providing a platform and community for connection, professional development, and advocacy.
- **Introduced Women at Intrepid Panel Discussions** reaching over 250 employees globally – an opportunity to hear from some inspiring women within Intrepid, and to listen to their authentic stories as they share insights from their unique journeys.
- **Recruited and promoted more women in our Digital and Technology department**, with 71% women in senior leadership which includes two promotions and two new hires, highlighting our commitment to advancing gender equity in leadership.
- **Introduced a Remuneration Roadmap** which is a multi-year plan that aims to fully align Intrepid's salaries globally with market rates by 2030 while further improving internal equity and gradually promoting transparency and understanding around how pay decisions are made. In October 2024, we had a global off-cycle increase which resulted in further improvements in equity and our position versus market.
- **Women's participation** in learning & development opportunities continues to drive growth and development across all areas of the business. In 2024, 56% of participants in the Intrepid Leading and Managing People program were women, while 60% of mentees and 55% of mentors in our Elevate Mentoring Program were women.
- **Hired a Culture, Diversity and Inclusion Partner** to focus on improving equality globally, including gender.
- **Increased diverse ownership** (including businesses owned by women) of our supply chain from 17% to 27% between 2021 and 2024 through better measurement, targeted efforts and engagement programs.
- **Evolved our systems** since last year to support more inclusive and accurate reporting for a wider range of genders.





# 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 2025 our actions and commitments include:

- **Setting 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.**
- **Continuing to invest in our Intrepid Women Employee Resource Group.**
- **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 for our tour leaders and crew to see where we can make adjustments to better align with industry practice. We're also committed to completing our sales incentive program review which directly impacts our sales force made up predominately of women. Lastly, we will continue our annual remuneration reviews which aim to improve internal equity and market competitiveness.
- **Introducing new learning and development opportunities** to support women's growth and development across all areas as part of our commitment to fostering women's leadership and creating pathways for career progression, ensuring equitable opportunities.
- **Continuing to report by gender, e.g., headcount, hires, leavers, changes, promotions and 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.
- **Continuing 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.
- **Continuing to enhance our Sexual Misconduct policy** and training for our managers and workers.

# Closing statement

At Intrepid, our mission is to create a positive change through the joy of travel and we believe that true change starts with us. We are proud to have a diverse and inclusive team and we are dedicated to driving that change within our people, in our offices and workplaces.

While some other companies globally are scaling back their Diversity, Equity and Inclusion initiatives, we're strengthening our commitment to supporting an equitable and inclusive workplace where all team members are respected, valued and compensated fairly, regardless of gender.

We've taken proactive steps to address and close gender pay gap disparities wherever they exist. Although we've

made significant progress, we recognise that there is still more work to do and we will continue to invest time and resources into closing the gender pay gap.

We are committed to transparently reporting and tracking our progress, while also implementing lessons learned and actions across our global team.

In a world with diverse political views, it's crucial that we stay focused on making ongoing progress.

We look forward to the positive change that we will continue to create at Intrepid Travel.

**Meegan Marshall**

Chief People and Purpose 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)

