

GENDER PAY GAP

2022

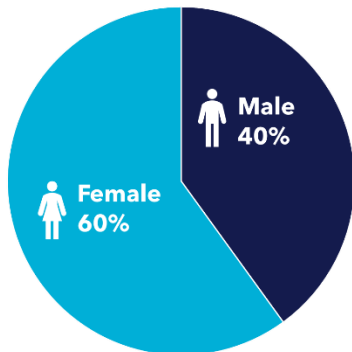
In 2022, the travel industry faced unprecedented pressure to restore, at pace, staffing levels to pre-pandemic status and there was nearly 50% more staff in scope during the snapshot period compared to the previous year.

Our female workforce grew at double the rate of our male population with a 60:40 ratio in scope and this increase was reflected in a higher representation of women in each of the quartile pay bands than the prior year. We saw a welcome return to our apprenticeship intake with almost 100% diversity improvement in London and with a mainly female intake nationally. This had more of an impact on the lower quartile gender split.

We introduced pay bandings within our operational teams to apply a more consistent and fair approach. This is reflected in the proximity of the median and mean gender pay values, being less than 0.1% differential.

We had equal distribution of bonus awards, however there were a couple of substantial sales commissions paid out in two unique cases, which greatly impacted these figures.

BCD Travel employees*



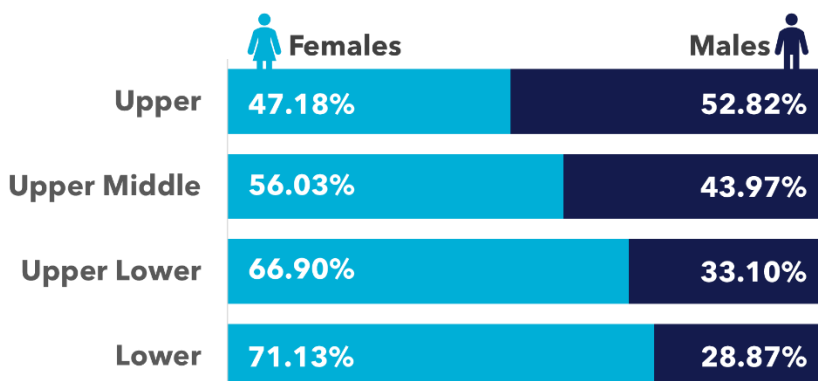
Pay gap difference*

Between male and female UK employees

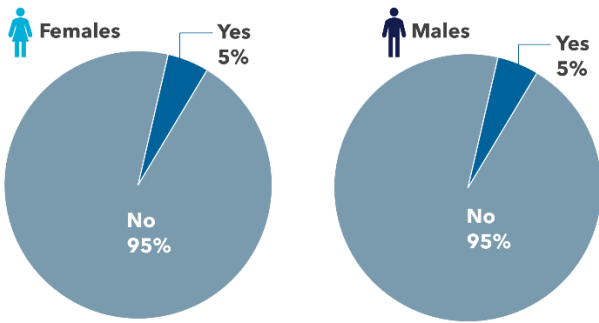
Median Hourly Rate	13.33%
Mean Hourly Rate	13.24%

Proportion of male and female UK employees

According to quartile pay bands



Receiving bonus pay†



Bonus value difference†

Between male and female UK employees

Median Hourly Rate	55.04%
Mean Hourly Rate	77.02%

Our commitment to closing the gap

BCD Travel aims to be the world's most trusted, innovative and sustainable travel management company. We have the firm commitment of our Global Executive Team to place gender pay under scrutiny so that we investigate and prioritise the closure of any significant gaps, not just in our local UK workforce but across our entire global organization. We made great strides in 2022 with our operational alignment exercise and we will continue to have pay parity front of mind in the year ahead and beyond.



Michèle Lawley
Regional President



Claudia Jackson
Managing Director UK & Ireland

Declaration

We confirm the information and data reported is accurate as of the snapshot date 5 April 2022.

In accordance with the Regulations, we have signed a written statement to confirm that this published information is accurate.

*Pay Gap Difference

- Employees not in scope were those not in receipt of normal full pay in the snapshot period of April 2022. Employees on maternity leave, starters and leavers have not been included.
- There were no bonus or commission payments paid in the snapshot period
- Pay elements used in the calculation of the hourly rate include basic pay, fixed allowance, variable allowances
- All salary sacrifice amounts were deducted e.g., childcare, pension, etc. which can distort the hourly rate for individuals making large voluntary pension contributions or taking the maximum amount of childcare vouchers
- Pay elements not used in the calculation of the hourly rate include over-time, on-call payments, termination payments, back pay, benefits-in-kind

† Bonus Data

- Bonus data relates to payments made from April 2021 to March 2022
- Pay elements included Bonus, commission, and other performance incentives, including vouchers
- No adjustments are made to reflect the proportion of income paid as bonus to full and part-time employees