

# GENDER PAY GAP

2023

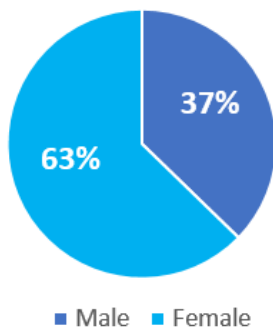
In 2022, we witnessed business travel return closer to pre covid levels. This led to a recruitment drive, resulting in a 16% increase in headcount. Additionally, we expanded our Apprenticeship Scheme to help 'feed the future'.

We persist in our commitment to focus on equality and diversity within our organisation, both locally and globally. Since our last report, we have made notable strides, reducing our average gender pay gap by 12.10% down to a mere 1.12%. However, our Median pay gap has widened, this is largely due to the rise in apprenticeship opportunities which have predominantly attracted females. To address this, we have reviewed our recruitment strategies to encourage greater male participation on our Apprenticeship Scheme moving forward.

In 2022 we paid bonus to eligible staff based on 2021 trading results. This saw us significantly reduce the mean bonus gap by approx. 35%.

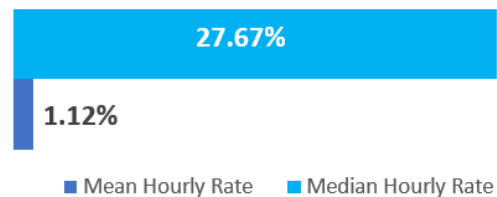
We recognize we have important work ahead of us to ensure we are always mindful of any pay disparity amongst our workforce no matter their gender or ethnicity and to ensure we prioritise addressing this until there is consistently no pay differential whatsoever.

## BCD Travel employees\*

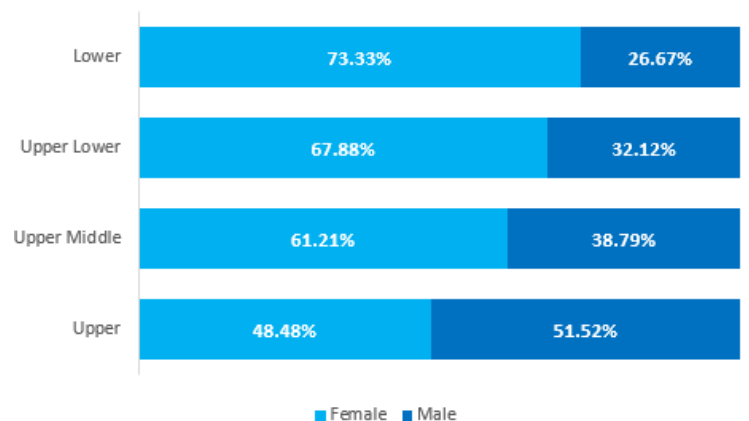


## Paygap difference\*

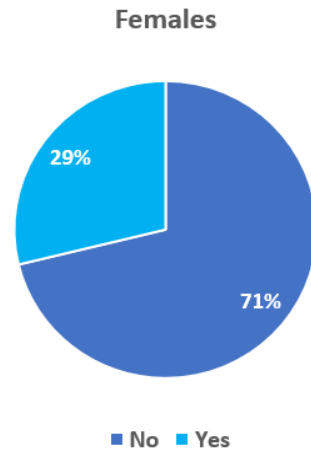
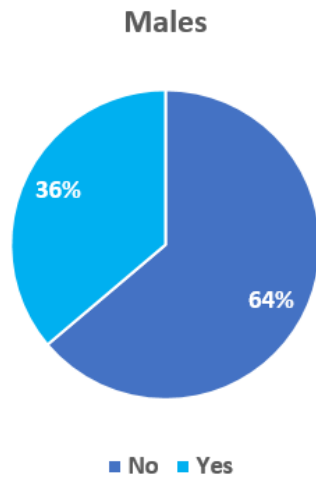
Between male and female UK employees



## Proportion of male and female UK employees – According to quartile pay bands.

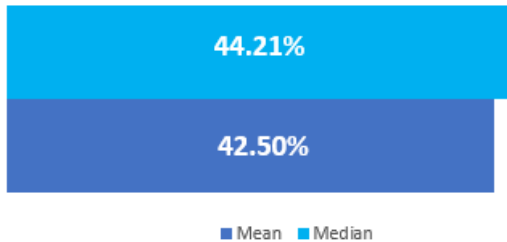


## Receiving bonus pay†



## Bonus value difference†

Between male and female UK employees



## Our commitment to closing the gap

BCD Travel aims to be the world's most trusted and innovative sustainable travel management Company. We are firmly committed to fairness and equality in our working practices to encourage and enable all our people to develop to their fullest potential. With women accounting for two-thirds of our UK SLT, we are focused on ensuring that all our people are equally valued and rewarded and can thrive as themselves.

## Declaration

I confirm the information and data reported is accurate as of the snapshot date 5 April 2023.

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



**Michèle Lawley**  
Regional President

### \*Pay Gap Difference

- Employees not in scope were those not in receipt of normal full pay in the snapshot period of April 2023. Employees on maternity leave, starters and leavers have not been included.
- There were no bonus or commission payments paid in the 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 2022 to March 2023
- 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
- Some employees elected to receive all or some of their bonus in the form of a pension contribution and these payments are not included in the calculations