

GENDER PAY GAP

2024

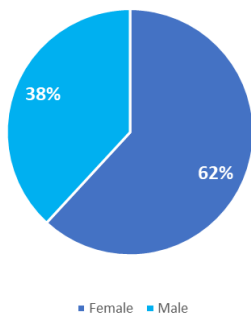
At BCD Travel we are committed to fostering an inclusive and equitable workplace. As part of this commitment, we have conducted a thorough analysis of our gender pay gap, in accordance with the Gender Pay Gap Reporting Regulations. We persist in our commitment to focus on equality and diversity within our organisation, both locally and globally.

We will continue to review of our bonus criteria and promotional opportunities to ensure they are fair and transparent, and do not inadvertently favour one gender over another by:

- **Enhancing Career Development:** We will provide targeted career development and mentorship programs to support employees in achieving roles that are eligible for bonuses.
- **Promoting Inclusive Leadership:** We will continue to promote diversity in leadership positions to ensure a balanced representation of genders at all levels.
- **Regular Monitoring and Reporting:** We will regularly monitor our gender pay gap and bonus distribution, and report on our progress annually.

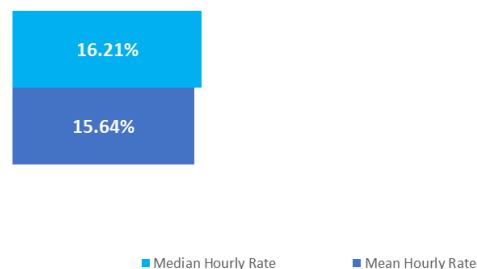
We recognize we have important work ahead of us to ensure we are always mindful of any pay disparity amongst our workforce no matter their gender or ethnicity and to ensure we prioritise addressing this until there is consistently no pay differential whatsoever.

BCD Travel employees*

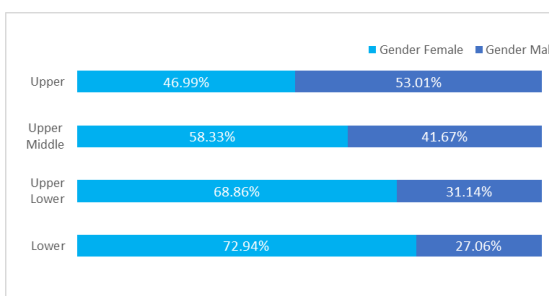


Pay gap difference*

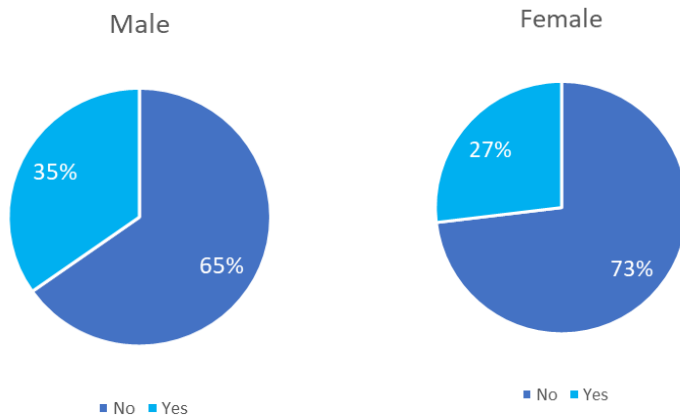
Between male and female UK employees



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

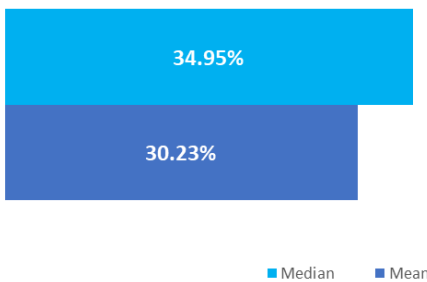


Receiving bonus pay†



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 2024.

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



Michèle Lawley
Regional President

*PayGapDifference

- Employees not in scope were those not in receipt of normal full pay in the snapshot period of April 2024. 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 number 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.

†BonusData

- Bonus data relates to payments made from April 2023 to March 2024
- 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.