

# American Express Global Business Travel (GBT) UK Gender Pay Report 2020

April 2021



**GLOBAL  
BUSINESS  
TRAVEL**

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# GBT UK

## Gender Pay Report 2020

At American Express Global Business Travel (GBT), our values of People, Passion, and Progress are making GBT a truly inclusive place to work, and the key to delivering exceptional traveller experiences.

GBT is the world's leading business partner for managed travel. We help companies and employees prosper by making sure travellers are present where and when it matters. We keep global business moving with the powerful backing of our travel professionals in more than 140 countries. Companies of all sizes, and in all places, rely on GBT to provide travel management services, organize meetings and events, and deliver business travel consulting.

The UK government's gender pay reporting initiative requires all companies that employ 250 or more employees in the UK (within a legal entity) to publish gender pay gap information. Gender inclusion and equality of opportunity in our business remains a priority for us and we have undertaken detailed analysis of our gender pay statistics to ensure that we continue to work towards this goal.



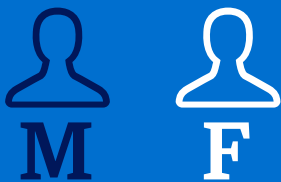


# An overview of 2020

In 2020, we included the employees coming from the previous HRG and Banks Sadler acquisitions for the first time in the GBT report. We are proud that they share our values of People, Passion and Progress and together we enhance our offerings for our clients.

With the Covid 19 pandemic, the travel management industry was faced with an unprecedented challenge. Our organisation and our employees stepped up and showcased resilience in the midst of adversity to maintain a high level of service to our customers.

In compliance with government policies and in order to protect the business, GBT rolled out a furlough scheme in April. This has had an impact on the outcome of the Gender Pay analysis as it led to removing a significant portion of the usual population in scope, thereby skewing the outcome.



### Leaders and Executives

65% 35%

### Middle and Senior Managers

52% 48%

### Team Members (incl. TCs) and Team Leaders

33% 67%

## Distribution of men and women at GBT

We are proud of the contribution women make at GBT both to our clients and to our culture across all levels of our business, which is why we are committed to reducing the gender pay gap. Our largest number of employees are travel counsellors. Women represent 78.5% of that group. Women are also well represented in management and executive roles. 40% of GBT's global Executive Leadership Team are women.

## An introduction to the gender pay gap and our numbers

It's important to note the difference between equal pay and a gender pay gap.



Equal pay is an individual measure. It compares the pay for a woman and a man in an equivalent role.



Gender pay is a collective measure. It compares the average pay of all women in the organisation, to the average pay of all men in the organisation across all roles, functions and levels.

# Our UK gender pay gap



## GBT UK mean hourly pay gap: 34.3%

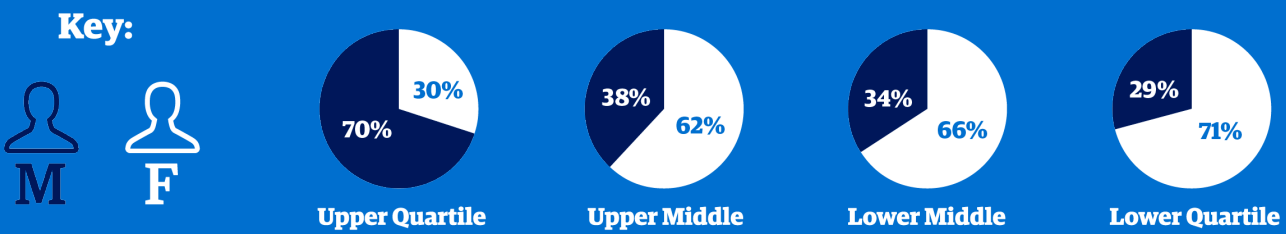
The mean hourly pay gap shows the difference between the average hourly pay of all women and the average hourly pay of all men at GBT UK in April 2020.

## GBT UK median hourly pay gap: 31.7%

The median hourly pay gap shows the difference between the midpoint of the hourly pay for all women and the midpoint of hourly pay for all men at GBT UK in April 2020.

## Distribution of GBT UK mean and women employees across quartiles

As indicated in the overview, the eligible population for Gender Pay has been impacted by two different measures in 2020. For the first exercise, we have included our colleagues from HRG and Banks Sadler, doubling the population at stake. Blending in the legacy-GBT population, changes the existing balance. Further, because of the furlough scheme initiated in April 2020, the fully-paid employees in scope only represent a quarter of the cumulated population reviewed last year for Gender Pay. Consequently we have not extended our analysis on the underlying trends or reasons with the 2020 Gender Pay and we do not therefore present additional comments here.



	GBT UK Median	GBT UK Mean
Upper Quartile	0.5%	-1.0%
Upper Middle	0.4%	-0.4%
Lower Middle	4.0%	3.5%
Lower Quartile	3.1%	1.4%



## GBT UK mean bonus gap: 67.3%

This is the gap between the average bonus pay for all women compared to the average bonus pay for all men in the twelve months to April 2020.

## GBT UK median bonus gap: 85.9%

The difference in the median (middle) bonus payment for all men and all women in the twelve months to April 2020.

## Proportion of GBT employees receiving a bonus in the UK

This is the proportion of men and women who received a bonus in the 12 months to April 2020, as a percentage of all men and women in the organisation.

Our bonus gap is generally driven by the fact that we have proportionally more women in non-bonus eligible positions. In 2019, GBT distributed an exceptional award to all employees without a bonus plan. In 2020, we come back close to the proportion rates before 2019 .



**44.5%**



**41.7%**

# GBT's commitment to inclusion and diversity





## Ensuring a focus on diversity



American Express GBT is committed to ensuring our global workforce experiences a culture of belonging that leverages the diverse backgrounds and perspectives of all colleagues, clients, partners and communities to foster a high performing organization.

Although we have always been committed to ensuring that our work environment is free of discrimination, last year, the social injustices in the US prompted us to re-evaluate and strengthen our approach. In late 2020, we established the Diversity, Equity and Inclusion Centre of Excellence. The creation of a dedicated team focused solely on DEI allows us to more confidently ensure that diversity, equity and inclusion is embedded across all areas of the company. While events in the US may have catalysed our renewed commitment to DE&I, our approach is global, holistic, and embraces the idea that DEI is not merely the purview of a few minority demographics, but a moral imperative and a business advantage that touches all of us.

Diversity, equity and inclusion is a key part of our mission for Responsible Business and a critical shift in the right direction. It's our commitment to reflecting and embracing the full diversity of our colleagues, partners and communities.

We are committed to helping women advance in their careers to cultivate gender balance across all levels, particularly in senior leadership.

We also want to ensure that GBT remains a safe space to work for all. Our 100% score in the Best Place to Work for LGBTQ Equality by the Corporate Equality Index, for the sixth year running, is a testament to our commitment to honouring our LGBTQ community.\*

Finally, we want to ensure that our suppliers represent the diversity of communities where we operate and the customers that we serve. Supporting minority-owned and women-owned enterprises is one of the many ways in which we can grow through Responsible Business.

## Supporting women in the travel industry



GBT is proud to be a founding sponsor and active participant of WINit by GBTA empowering women to achieve their potential both at GBT and in the wider industry. In 2019, GBT had 6 employees nominated for awards at WINit's inaugural gala. 3 of them won. This was a strong endorsement of the work that GBT is doing to promote women within the travel industry.

Additionally, in 2019, GBT launched Women of the World, an Employee Resource Group dedicated to the support and development of our female employees. In 2020, the group pivoted to provide much-needed resources to help support women through the pandemic and increased overall group membership by 300%. These are just a few small elements of much larger effort to ensure that we as a company are taking measures to work towards a more gender-balanced workplace.

## Moving the dial



We know that the way we work is key to ensuring equality of opportunity for all our employees. GBT offers flexible working arrangements for all employees. Nearly two thirds of our UK employees and three quarters of our travel counsellors work virtually. This is part of GBT's value proposition and employees make the most of this opportunity across all levels

We are confident the data reported is accurate as of April 2020

Claire Gillingham  
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International

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\* <https://www.hrc.org/resources/best-places-to-work-2020>





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