

# American Express Global Business Travel (GBT) UK Gender Pay Report 2021

March 2022



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# GBT UK

## Gender Pay Report 2021

At American Express Global Business Travel (GBT), we are committed to evaluating our business practices to identify and eliminate biases. We strive to implement processes that support a globally inclusive culture - one that creates exceptional experiences and enables our colleagues to be their authentic selves and grow their careers.

GBT is the world's leading B2B travel platform, providing software and services to manage travel, expenses, and meetings & events for companies of all sizes. With travel professionals in more than 140 countries, our customers and travellers enjoy the powerful backing of American Express Global Business Travel.

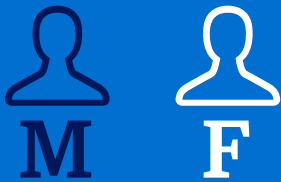
The UK government's gender pay reporting initiative requires all companies that employ 250 or more employees in the UK (within a legal entity) to publish gender pay gap information. Gender inclusion and equality of opportunity in our business remains a priority for us and we have undertaken detailed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



# An overview of 2021

With the Covid 19 pandemic continuing throughout 2020 and 2021, the travel management industry has continued to face challenges. 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 2020 which continued until the scheme closed in September 2021. 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

73% 27%

## Middle and Senior Managers

47% 53%

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

37% 63%

## 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 76% of that group. Women are also well represented in management and executive roles.

## 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: 27.6%

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 2021.

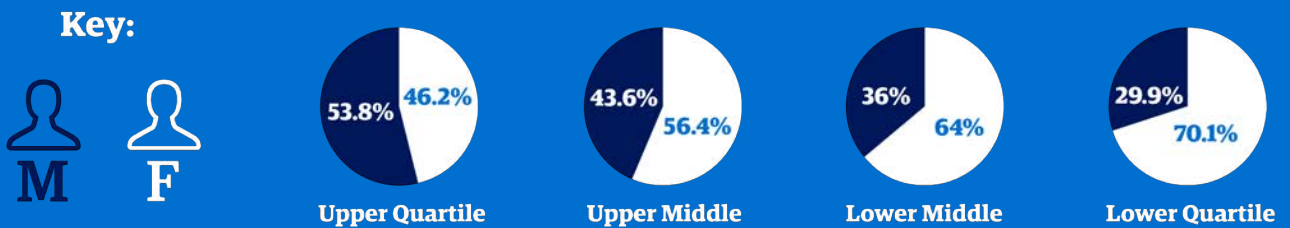
## GBT UK median hourly pay gap: 23%

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 2021.

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

As indicated in the overview, the eligible population for Gender Pay has been further impacted by Covid-19 furlough measures. The continuation of the furlough scheme initiated in April 2020, has meant the fully-paid employees in scope only represent a proportion of the cumulated population reviewed in 2019 and is different again to the proportion of employees on furlough in 2020.

Consequently we have not extended our analysis on the underlying trends or reasons within the 2021 Gender Pay report and we do not therefore present additional comments here.



### GBT UK Median

### GBT UK Mean

	GBT UK Median	GBT UK Mean
<b>Upper Quartile</b>	<b>12.4%</b>	<b>20.8%</b>
<b>Upper Middle</b>	<b>0.6%</b>	<b>-0.1%</b>
<b>Lower Middle</b>	<b>3.5%</b>	<b>2.5%</b>
<b>Lower Quartile</b>	<b>-0.7%</b>	<b>-0.4%</b>



## GBT UK mean bonus gap: 81.0%

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 2021.

## GBT UK median bonus gap: 34.8%

The difference in the median (middle) bonus payment for all men and all women in the twelve months to April 2021.

## 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 2021, 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.



**39.2%**



**26.9%**

# GBT's commitment to diversity, equity and inclusion



## 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 providing a work environment that is free of discrimination, over the last year we have deepened our efforts in the field of Diversity, Equity, and Inclusion. With the establishment of our DE&I Centre of Excellence at the end of 2020, we spent 2021 laying the foundation for a program that is founded on the feedback of our employees and industry best practices. With resources dedicated exclusively to DE&I, we are able to more confidently ensure that diversity, equity and inclusion is embedded across all areas of the company and in all regions. While the social justice movement in the US helped catalyse our renewed commitment, our approach is global, holistic, and embraces the idea that DE&I is not merely the purview of a few minority demographics, but a moral imperative and a business advantage that touches all of us.

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 seventh year running, is a testament to our commitment to honouring our LGBTQ community.\*

Finally, DE&I is a key part of our mission for Environmental, Social, Governance (ESG) and a critical shift in the right direction. Under the ESG umbrella, we have worked 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 ESG.

## Supporting women in the travel industry

GBT is equally committed to helping women advance in their careers to cultivate gender balance across all levels, but particularly in senior leadership.

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 2021, GBT had four women honoured among WINiT's *Top 50 Women in Travel*, and another bestowed with the prestigious Founders Award.

Additionally, Women of the World, GBT's Employee Resource Group dedicated to the support and development of our female employees, continues to lead the way in supporting the advancement of women. In 2020, the group led pivotal activities across the company, including a panels, workshops, and activities in celebration of International Women's Day and a month-long activation around Wellness with a focus on intersectionality.

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. Pre Covid-19, nearly two-thirds of our UK employees and three-quarters of our travel counsellors worked virtually, and this has continued to rise. 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 2021



Claire Gillingham  
VP, Human Resources  
International



Rachel Tonge  
VP & General Manager, UK

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





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