

American Express Global Business Travel (Amex GBT) UK Gender Pay Report 2022

March 2023



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Amex GBT UK

Gender Pay Report 2022

At American Express Global Business Travel (Amex 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.

Amex 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 2022

2021 and 2022 have remained turbulent due to the on-going impact of Covid on the travel industry. However, we have seen an increase in our workforce due to the rapid return of travel in 2022 and the acquisition of Egencia in November 2021.

As Egencia currently remains a separate legal entity, we will continue to report the results of GBT Travel Services UK and Egencia UK separately but within this combined report.

After the government furlough scheme came to an end, the majority of our workforce have now returned to the Full Pay Relevant Employee category. Therefore, our results are now more indicative of our actual position than in recent years, when impacted by Covid and the furlough scheme.



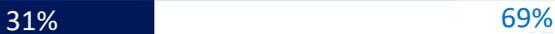
Leaders and Executives



Middle and Senior Managers



Team Members (incl. TCs) and Team Leaders



Distribution of men and women at Amex GBT

We are proud of the contribution women make at Amex GBT both to our clients and to our culture across all levels of our business, and we are committed to reducing the gender pay gap. Our largest number of employees are travel counsellors. Women represent 80% 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 Travel Services UK Limited

GBT UK mean hourly pay gap: 33.0%

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 2022.

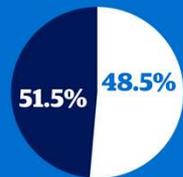
GBT UK median hourly pay gap: 26.2%

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 2022.

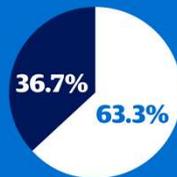
Distribution of GBT UK mean and women employees across quartiles

As the two previous years were so heavily impacted by covid and the furlough scheme, comparing this to 2022 would not be prudent. We are however pleased to see the positive movement at the lower and lower middle quartiles.

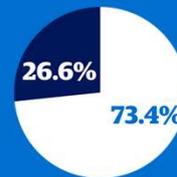
Key:



Upper Quartile



Upper Middle



Lower Middle



Lower Quartile

GBT UK Median

GBT UK Mean

	GBT UK Median	GBT UK Mean
Upper Quartile	11.4%	21.7%
Upper Middle	4.6%	2.7%
Lower Middle	0.4%	0.3%
Lower Quartile	-0.9%	-0.9%



GBT UK mean bonus gap: 83.9%

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 2022.

GBT UK median bonus gap: 28.6%

The difference in the median (middle) bonus payment for all men and all women in the twelve months to April 2022.

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 2022, as a percentage of all men and women in the organisation.

This figure has dramatically changed since the previous year due to the introduction of a bonus plan for our lower banded employees.



88.8%



90.8%

Egencia UK Limited

Egencia UK mean hourly pay gap: 8.1%

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 Egencia UK in April 2022.

Egencia UK median hourly pay gap: 23.1%

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 Egencia UK in April 2022.

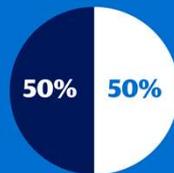
Distribution of Egencia UK mean and women employees across quartiles

As Egencia is new to the Amex GBT group we do not have the background data to make comparisons to previous years. However, it is pleasing to see the encouraging results for the upper and lower quartiles for 2022.

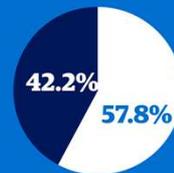
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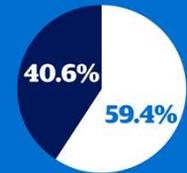
Upper Quartile



Upper Middle



Lower Middle



Lower Quartile

GBT UK Median

GBT UK Mean

	GBT UK Median	GBT UK Mean
Upper Quartile	-15.1%	-9.8%
Upper Middle	3.5%	4.3%
Lower Middle	11.3%	6.6%
Lower Quartile	1.8%	-0.3%



Egencia UK mean bonus gap: -50.4%

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 2022.

Egencia UK median bonus gap: 55.9%

The difference in the median (middle) bonus payment for all men and all women in the twelve months to April 2022.

Proportion of Egencia 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 2022, 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. During 2021 significant changes were made to the bonus structure and eligible participants. This has had a major impact on the number of people receiving a bonus in the year to April 2022. However, it has positively impacted the number of women receiving bonuses in the reporting period.



33.9%



53.2%

Amex GBT's commitment to diversity, equity and inclusion



Ensuring a focus on diversity

Amex GBT is committed to ensuring our global workforce experiences a culture of belonging that welcomes 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 free of discrimination, we deepened our efforts in 2020 and established the Diversity Equity & Inclusion Centre of Excellence. Over the last two years, we have been working across all regions to establish a global foundation of inclusion based on colleague feedback and industry best practices. With resources dedicated exclusively to DE&I, we can more confidently ensure that diversity, equity and inclusion are embedded across all regions and areas of the company.

While the social justice movement in the US helped catalyse our renewed commitment, our approach is global and founded on the dimensions of diversity, which is a holistic philosophy that embraces the idea that DE&I is not merely the purview of a few, but a moral imperative and a strategic business advantage that touches all of us. We also want to ensure that Amex 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 eighth year running, is a testament to our commitment to honouring our LGBTQ community.¹

Finally, DE&I is a vital 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 diverse communities where we operate. Which is why in 2021, we expanded our supplier diversity utilization goal from 4% to 10% by 2035. Supporting minority and women-owned enterprises is one of the many ways in which we can grow through ESG.


Claire Gillingham
VP, Human Resources
International


Jason Geall
EVP, SME

Supporting women in the travel industry

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

Amex GBT is proud to be a founding sponsor and active participant of WINiT by GBTA, empowering women to achieve their potential both at Amex GBT and in the wider industry. In 2022, Amex GBT had three women honoured among WINiT's *Top 50 Women in Travel*, and another bestowed with the best female mentor or coach for championing and elevating women into new and different roles.

Additionally, Women of the World, Amex 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 2022, the group led pivotal activities across the company, including panel interviews, workshops, and activities in celebration of International Women's Day.

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. Amex 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 Amex 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 2022

¹ [Best Places to Work for LGBTQ+ Equality 2022, hrc.org.](https://www.hrc.org/best-places-to-work-for-lgbtq-equality-2022)



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