

2022

# UK GENDER PAYGAP REPORT



# AN INCLUSIVE WORKPLACE FOR ALL



With nearly 3000 employees, and offices in over 50 locations around the world, Travelport is a truly global organization and our focus on diversity is one of our core strengths. Fostering an inclusive culture sits at the heart of our ability to succeed, and we strive to create an environment which values and respects everyone for who they are and what they bring.

Over the last five years since we first reported on our gender pay gap, we have made significant progress almost halving our median pay gap. That is driven by the increased number of females recruited into senior roles. In 2022, 57% of all VP promotions and 46% of all Director and above promotions were female.

I am also proud to see that the actions we are taking are recognized and appreciated by our colleagues. In our latest employee Pulse, 94% of our colleagues said they believe that we are committed to building an inclusive workplace for all.

We know that, like many of our peers in the technology sector, we need to do more to attract and retain women in senior roles. With the backing of our Global Diversity Council, we're working towards a goal of 30% shortlisted females for all technology positions. We are currently at 24%. Currently, a quarter of all our technology hires are female, and in the US that figure increases to 29%. Outside of our technology teams, female representation sits at 60%, which compares very favorably to the Top 100 technology companies, who report that figure to be an average 33%.

Most recently we became the first GDS to sign up to the IATA 25/25 pledge, a travel industry initiative to improve female representation in the travel industry to 25% by 2025.

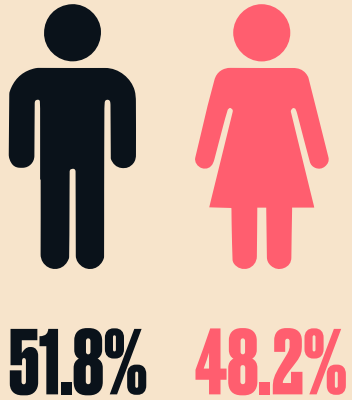
We are very proud of our culture at Travelport, where we want everyone on the team to feel trusted, valued, and comfortable to be themselves. Thank you to everyone of you across the company who have contributed to the progress we've made so far, and who continue to strive to Be Better. And Expect More.



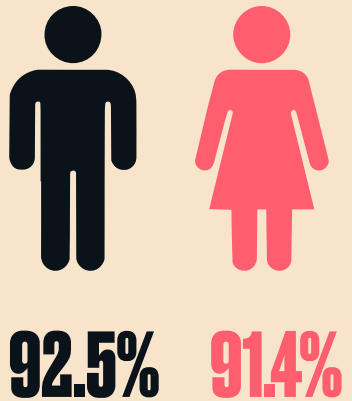
**Phil Donnelly**

**CHIEF PEOPLE OFFICER**

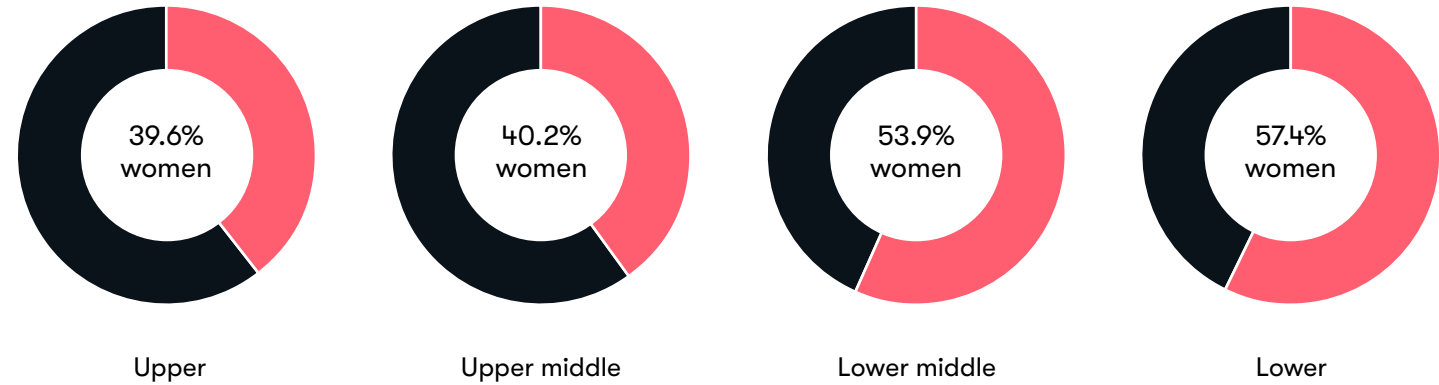
## Population by gender



## Receiving a bonus by gender



## Proportion of employees in each pay quartile



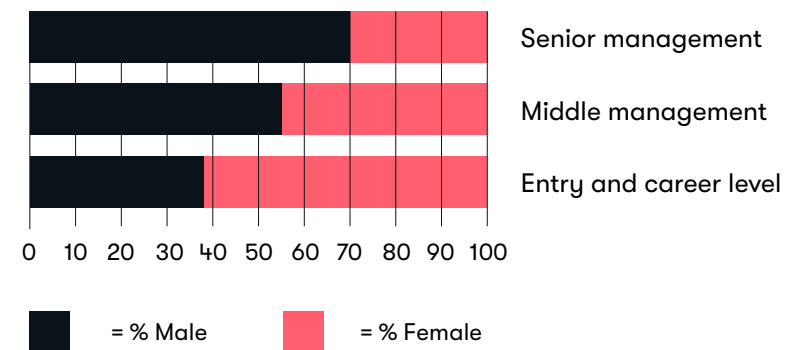
## Hourly pay gap

	2020/21	2021/22
% Mean	18.2	20.4
% Median	11	15.8

## Bonus pay gap

	2020/21	2021/22
% Mean	83	67.2
% Median	0	17.2

## Gender profile by level



The data shown is a snapshot date of 05 April 2022.

# OUR COMMITMENTS TO CREATING AN INCLUSIVE WORKPLACE FOR ALL



## IATA 25/25

We became the first GDS to sign up to the IATA 25/25 pledge, a travel industry initiative to improve female representation in the travel industry to 25% by 2025.



## Hiring for outputs not inputs

Changing how we assess aptitude, skills, and capabilities as key indicators of success when hiring.



## Widening and diversifying our recruitment reach

Connect with external organizations and institutions that allow us access to ever broader communities of talent.



## Attributed DEI survey

Understand and attribute employee demographics, identity, and experience to measure our DEI performance, enrich our insight, and accelerate our progress.



## Count Me In

A program of activity that raises awareness of the value of a diverse workplace and educates leaders on the influential role they play in driving change.



## Leadership Academy

Investing in and developing talent within Travelport.



## Promotions and remuneration

Intentional management of our promotions and remuneration approach to improve our gender pay gap.

