



Gender Pay Gap Report 2024

CWT UK

4 April 2025

“When people are free to be their authentic selves at work, they better fulfil their potential. That’s why, at CWT, we proactively build a company culture that embraces inclusion, and strives to level the playing field. From internal programs to participation in global initiatives, the work continues every day in the UK and across the globe.”

Elaine Angelini

Vice President of Employee and Labour
Relations EMEA



CWT UK's commitment to gender equality

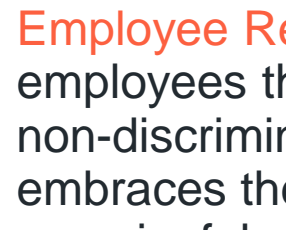


We believe that, by taking concrete actions to further reinforce gender equality, we will make CWT even more competitive, meet our Environmental, Social and Governmental (ESG) commitments, provide greater economic and social opportunities for both women and men, and foster sustainable development.”

CWT UK's commitment is demonstrated through:


- Being a signatory of the UN Women's Empowerment Principles since 2018;
- Sustaining four new Employee Resource Groups (ERG) including one focused on gender diversity since 2022;
- Encouraging all employees to complete three important training modules including unconscious bias, anti-discrimination and anti-harassment training;
- Providing specific unconscious bias guidance for recruiters and hiring managers to ensure broader candidate pools for open positions;
- Our Chief Legal Officer based in the UK being recognized with the Transport & Logistics Businesswoman Award at the Great British Businesswoman Awards in 2024.

ERGs and unconscious bias training



Employee Resource Groups (ERGs) are voluntary, employee-led workplace networks open to all employees that foster an inclusive workplace rooted in our core values of caring and commitment to non-discrimination and equal opportunities. They act as a catalyst for building an environment that embraces the culture of employees, fosters talent growth and development, and encourages meaningful community involvement. ERGs can significantly contribute to creating a space where our colleagues feel included, respected, and comfortable bringing their whole selves to work.

To support advancing more women to senior levels, CWT UK offers **unconscious bias training** to all employees and mandates it for our top management, HR and Legal. Recruiters and hiring managers are trained on how to avoid unconscious bias during the recruitment process, and the company strives to ensure that the candidate pool for all open management positions includes a broader panel of female and male candidates.



Difference between gender pay gap (GPG) and equal pay

Gender pay gap is the difference between the gross hourly earnings for all men and the gross hourly earnings for all women, regardless of role.

Equal pay is the right for men and women to be paid the same when doing the same, or equivalent, work.



Our gender pay gap (GPG) summary

- CWT UK published its 2024 GPG results on 4 April 2025. In accordance with the UK government requirements and methodology, our results compared to 2023 show:
 - In 2024, our gender pay and bonus pay gaps increased compared to the previous year, primarily due to a reduction in the number of senior, global roles located in the UK.
 - Many of these roles were held by women.
 - The realignment of global leadership roles that impacted the UK workforce was part of strategic restructuring efforts conducted throughout CWT's worldwide operations.

Our gender pay gap (GPG) numbers 2024

	Median (mid-point)			Mean (Average)		
	2024	2023	Comparison	2024	2023	Comparison
Gender Pay Gap – all employees with UK contracts*	36.6%	28.4%	+8.2%	26.2%	22.9%	+3.3%
Bonus Gap – all employees with UK contracts*	48.6%	29.0%	+19.6%	27.6%	3.0%	+24.6%

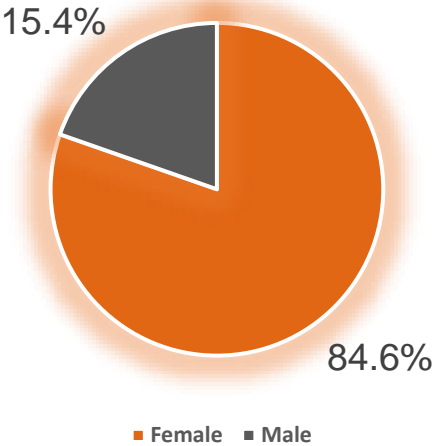
* Includes global roles with no UK-equivalent benchmark in terms of scope, responsibility or comparison, in line with UK government’s requirements and methodology.

What is driving our gender pay gap (GPG) in the UK?

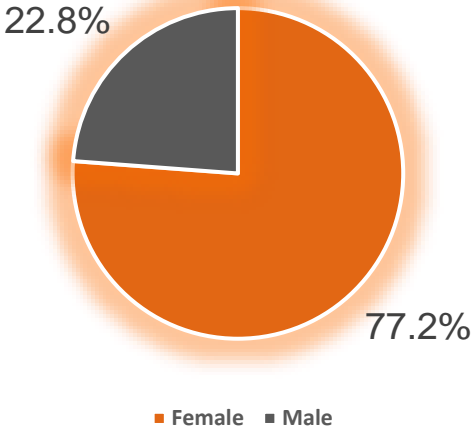
- Factors influencing the CWT UK GPG include the significant number and proportion of women working in lower quartile operational roles, such as Travel Counsellors. These roles are largely located in regions where local market rates of pay are lower.
- Additionally, there is lower female representation in our UK-based global roles, which account for 38% of the UK workforce, and mainly comprise senior global management and technology positions in the higher salary quartiles. A significant number of these global roles are based in the capital city, and therefore reflect the higher London market rate and salary levels.
- We have reviewed salaries and pay policies to ensure that we offer equal pay for equal work, regardless of gender.

Proportion of women and men in each pay quartile

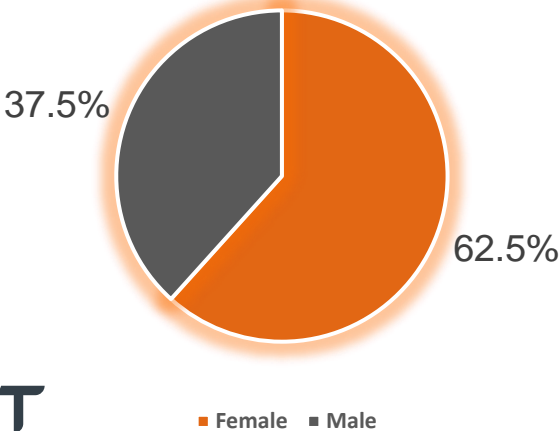
Lower quartile



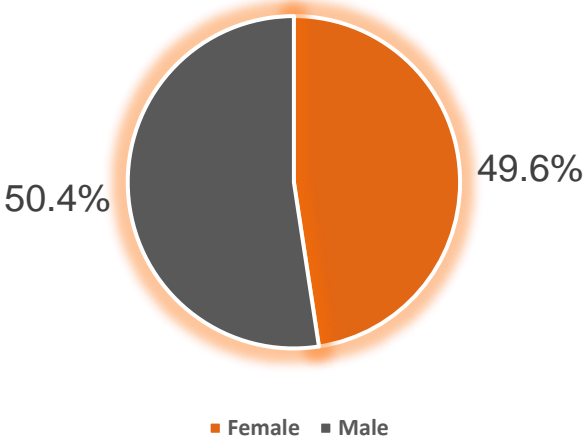
Lower middle quartile



Upper middle quartile



Upper quartile



The gender distribution across our pay groups indicates that 68.7% of CWT UK's workforce is made up of women.

Proportion of women and men receiving a bonus*

In 2024:

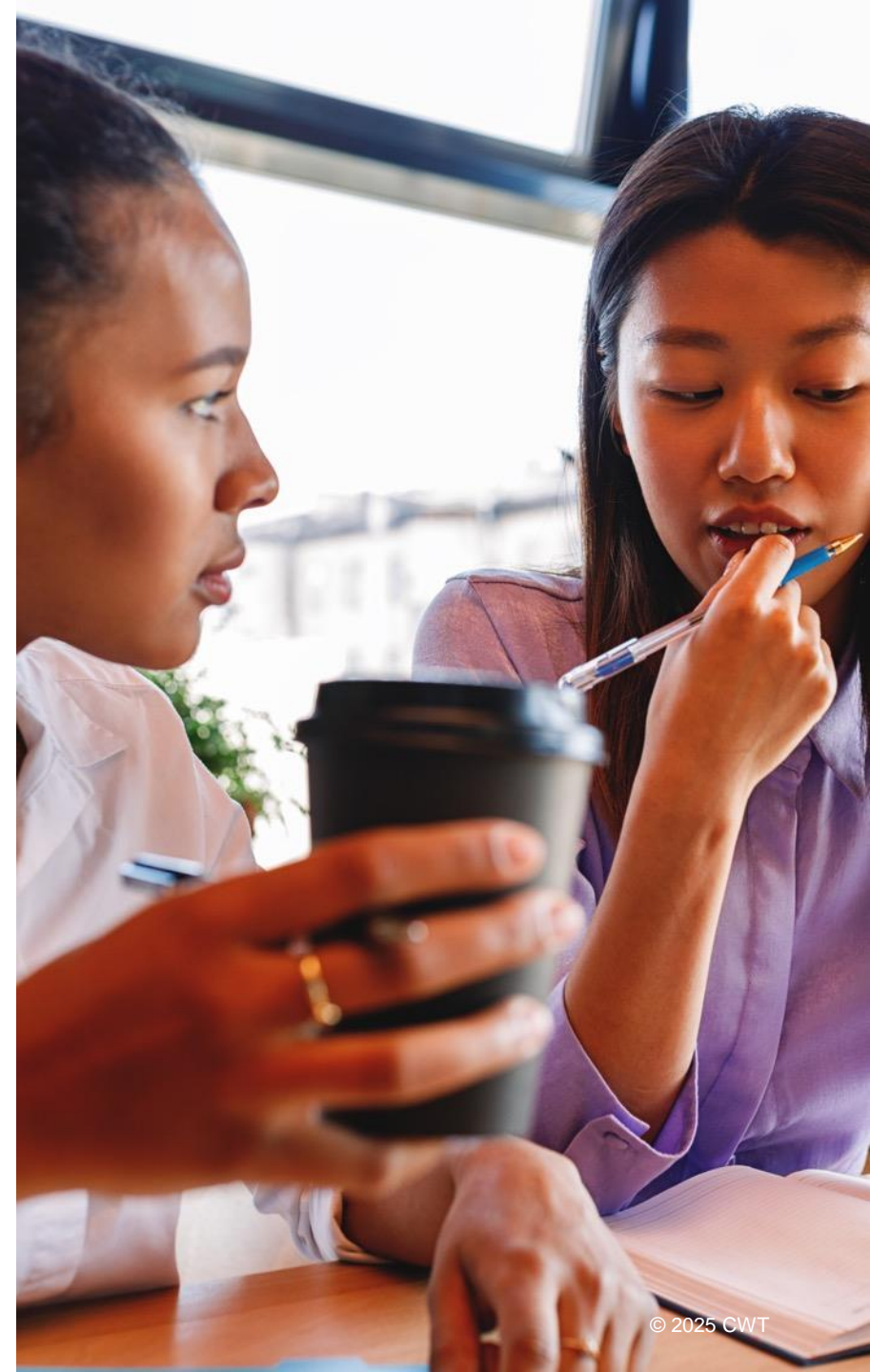
- 31.8% of women received a bonus
- 50.6% of men received a bonus

Factors influencing the difference in the proportion of women and men receiving a bonus:

1. There are more women than men working in lower quartile operational roles, such as Travel Counsellors.
2. There are marginally more men than women in bonus-eligible senior roles.

Conclusions

We believe the annual GPG reporting requirement gives further impetus for businesses like CWT UK to continue to take a careful and objective look, under public scrutiny, at the progress being made in levelling the gender playing field – and we welcome this.





We confirm that our data is accurate and has been calculated in accordance with the **UK Equality Act 2010** (Gender Pay Gap Information) **Regulations 2017**.

Elaine Angelini

Vice President of Employee and Labour Relations EMEA

CWT