Women make up -42.5% of employees in Pay Band A, -33.5% in Pay Band B, -18.8% in Pay Band C, and -16.9% in Pay Band D.

- At an Expedia Group level, our mean pay gap of 26.2% leaves us slightly higher than the mean for other High Tech companies in the UK which averages 25%. However, our non-demographic pay gap, the difference in pay between women and men assuming they were paid the same average hourly rate, is 4.8% which is considered below median.

- Our internal analysis found that we have global pay parity for Expedia Group Employees with an average global average hourly bonus of 18.8%.

- This is our first-year reporting HomeAway UK as a separate entity. The mean and median gender pay gap figures for the UK are 25.5% and 25%, respectively, for the April 2017 – 2018 period, and are based on mean and median calculations. This is expressed as % of females compared to males.

- Although it breaks down the results by pay quartile levels, it doesn't take into account level, role, or specific to the UK, highlighting the differences between average earnings and bonuses, as well as midpoint pay and median pay.

- We are committed to ensuring the steps that we take to address existing gaps have a similar impact on Expedia.com employees.

- For each subgroup, we also look at the median gender pay gap to understand how women were paid compared to men to provide us with a clearer representation of the organisation.

- The mean female bonus was 33.8% lower than for men at HomeAway UK, 30.1% lower at Egencia UK Limited, and 14.6% lower at Expedia.com Limited.

- We’ve been introducing paid parental leave for all employees at Expedia Group, and this year we introduced a Diversity and Inclusion initiative to help drive a cross-industry strategy at a US White House’s Equal Pay steering committee to help drive change and to set up an employers for pay equity (EPE) steering committee.

- We're starting to see positive signs our gender balance is moving in the right direction thanks to initiatives we've been introducing across the organisation.

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