

Trainline: Improving Gender Equity*



How businesses operate is becoming as important as what they do. Trainline, the world's first global rail and coach platform, recognizes this connection and focuses on not only selling rail and coach tickets, but also advancing gender equity.

With diversity core to its culture and values, this company, led by a female CEO, is transparent about and committed to progress. The company supports equal pay for men and women, and the pay gap at Trainline is less than 1 percent. Recognizing that this is not enough, Trainline is increasing the representation of women programmers and software developers, growing the number of women in the company by more than 13 percent from April 2017 to April 2018.

Trainline also supports the next generation of female engineers and coders. The company has pledged to help 20,000 women in the UK learn to code for free by 2020 as part of the Code First: Girls' 20:20 Campaign. Together, they look forward to building a more diverse technological workforce.

* The case study about the company from the private equity portfolio shown above represents what we believe to be the most demonstrative example of a portfolio company improving gender equity in 2018 as identified by the Global Public Affairs team. The specific portfolio company identified is not representative of all of the investments made, sold, or recommended to advisory clients, and it should not be assumed that the investment in the company identified was or will be profitable. All information and data are as of December 31, 2018, unless otherwise noted.