EUROMONITOR INTERNATIONAL
GENDER PAY GAP REPORT

Reporting on data collected in the 12 months prior to 5th April 2017

As a business we are pleased to report that our Mean Gender Pay Gap of 12.59% sits noticeably below the most recently published average figure in the UK of 18.4%. However, it still highlights a gap between the pay of men and women which our Leadership Team are passionate about understanding better and addressing if any inequalities are found.

We are proud that 63% of our UK based Leadership Team members are female and that 41% of the jobs which are in our upper quartile for pay are held by women.

As a business we strive to ensure all jobs are right-sized and are able to be delivered within normal working hours; therefore allowing all employees to balance work with other responsibilities and interests.

In the past year our Sales and Research teams, who account for 69% of our UK workforce, have introduced internal job levels as part of their new Career Path Models. These levels ensure equal basic pay for people performing the same or equivalent work within a function.

All new hires and internal promotions are already using these new pay bands.
In our next annual pay review, which takes place in April 2018, our Management Team will be including an assessment of where the basic pay of each employee sits against others performing the same, or similar roles. Any variances will form part of the discussion on the appropriate pay award for an individual.

We are confident that this process will ensure pay gaps will not be able to stem from paying men and women performing the same role differently.

### PERCENTAGE OF FEMALES VS MALES IN QUARTILES

<table>
<thead>
<tr>
<th>Quartile</th>
<th>Females</th>
<th>Males</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lower Quartile (LQ)</td>
<td>64%</td>
<td>36%</td>
</tr>
<tr>
<td>Lower Middle Quartile (LMQ)</td>
<td>57%</td>
<td>43%</td>
</tr>
<tr>
<td>Upper Middle Quartile (UMQ)</td>
<td>45%</td>
<td>55%</td>
</tr>
<tr>
<td>Upper Quartile (UQ)</td>
<td>41%</td>
<td>59%</td>
</tr>
</tbody>
</table>
Looking forward

Whilst our mean gender pay gap sits favourably with national statistics, we acknowledge that there is more to do in order to identify the reasons behind the differences in our pay between genders. Steps we will be taking this year include:

- Reviewing the number of males and females being promoted within the business

- Using our annual salary review process to identify those currently paid at the extremes of the salary range for each level in the Career Path, and addressing any inequalities through our annual pay review process

- Building a gender report into our annual pay review process to identify the proportion of each gender receiving the highest level of pay increase
Declaration

We, Tim Kitchin and Emma Blaney, confirm that the information in this statement is accurate and all data has been collated in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.