



Euromonitor International Gender Pay Gap Report

 EUROMONITOR
INTERNATIONAL

EUROMONITOR INTERNATIONAL GENDER PAY GAP REPORT

Reporting on data collected in the 12 months prior to 5th April 2022



The secret of our success is our employees. We continue to work hard to ensure we are able to attract and retain talent to support the continued growth of our business. Key factors in this are our approach to Diversity and Inclusion and ensuring equity across our full workforce. This includes all aspects of employment from a fair recruitment process and opportunities for progression through to benefits and equal pay for equal work.

We continue to have strong representation of women in Senior roles in the business; 50% of our UK based Leadership Team are female and this year exactly 50% of the jobs which are in our upper quartile for pay are held by women.

WHAT IS THE GENDER PAY GAP

The Gender Pay Gap is a calculation which looks across all UK employees and provides detail on the gap between mean and median pay between men and women. The calculation does not take into account the positions of employees in the organisation, however does ensure that the pay of part time staff is calculated on a full time equivalent basis.

WHAT IS INCLUDED

Pay: The pay calculation looks at the April 2022 payslip and includes all payments made in that month, so includes any commission or bonus payments made in April.

Bonus: The Bonus pay gap is calculated using the total variable pay made to an employee in the 12 payrolls between and including April 2021 and March 2022.



OUR RESULTS

We are pleased that our mean and median gender pay gaps have improved since last year. We are also pleased that, when a calculation is made purely on base pay (rather than the official government methodology), our mean gender pay gap reduces further, to 5%.

We are disappointed that our gender bonus pay gap has widened. Our analysis shows that in the reporting year we had a higher proportion of men in sales earning high commissions during a year of very successful growth for the company. We have looked at year to date data for the current year and we are pleased to see more balance in the bonus gap, so we expect to report improvements on this statistic next year.

Pay and Bonus Pay Gaps

9.98%
MEAN GENDER PAY GAP

11.23%
MEDIAN GENDER PAY GAP

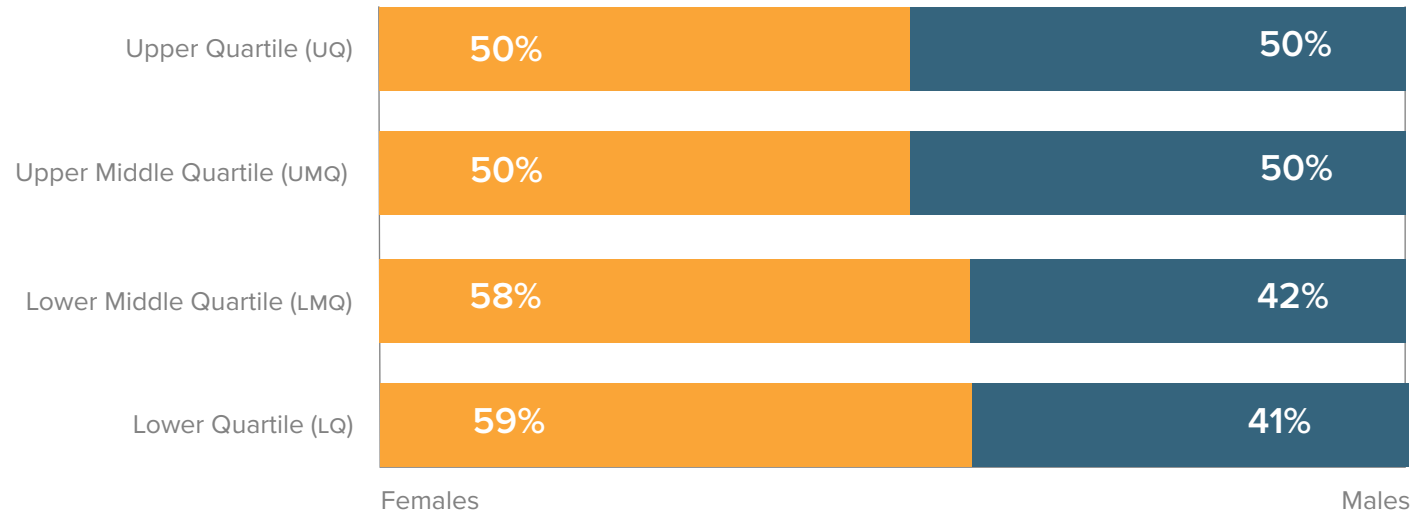
66.72%
MEAN BONUS GENDER
PAY GAP

48.17%
MEDIAN BONUS GENDER
PAY GAP



Pay Quartiles

54% of the UK workforce are female. Our representation by pay quartile is:



PROPORTION OF EMPLOYEES RECEIVING A BONUS

Overall 77% of staff received a bonus; 74% of male staff and 79% of female staff.

All Sales staff have a variable pay scheme from day 1 of employment.

For staff outside of Sales, those with more than 6 months service at the end of the fiscal (31st March) are included in a bonus scheme. The annual bonus calculated in this report for non-sales staff was paid in May 2021. Non sales staff employed after 31st October 2021 were not eligible for a payment.

WHAT ARE WE DOING TO ENSURE EQUAL PAY

As a business we have salary bands for our Sales, Consulting and Research Teams and pay all staff, regardless of gender, within these agreed bands. This ensures that we have equal pay for equal work

We have created a number of Employee Resource Groups in the past year; one of which is focused on Women. This Group is sponsored by a member of the Leadership Team and ideas and proposals from the group are brought to the Global Leadership Team each quarter.

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 Information) Regulations 2017.



TIM KITCHIN

Chief Executive



EMMA BLANEY

Global HR Director