



ASCENTIAL

Act today, win tomorrow.

Gender pay gap report

Published June 2022

UK gender pay gap reporting methodology

- In the UK, from 2017, any organisation that has 250 or more employees must publish and report specific figures about their potential gender pay gap.
- The [UK Government](#) sets out the methodology for working out the potential pay gap and the way in which this information must be displayed.
- Since 2017 we have published our UK pay. In 2022, we are publishing two datasets, one from April 2020 and one from April 2021 in accordance with UK legislation. The data for 2019 (collected April 2019), 2020 (data collected April 2020) and 2021 (data collected April 2021) is set out on the following pages.

Notes on the data included:

- The 2020 and 2021 data excludes the Built Environment Business Unit Brands - Glenigan, Groundsure and DeHavilland which were sold in this time period.

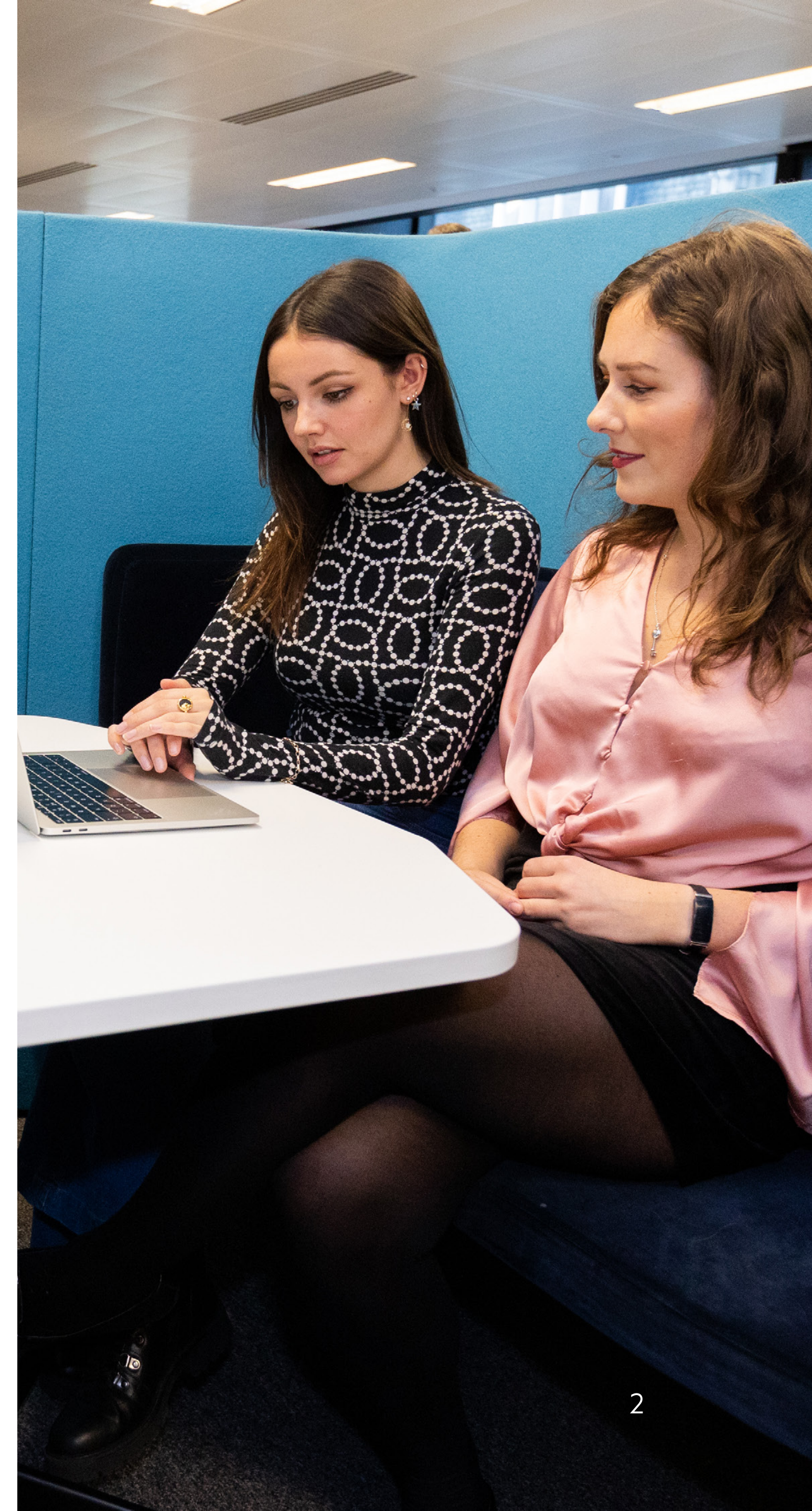
UK Government methodology for reporting on Gender pay gap:

The UK Gender pay gap reporting constitutes six measurement metrics which are defined below.

- **Mean Gender pay gap:** The difference between the mean hourly rate of male full-pay employees and that of female full-pay employees.*
- **Median Gender pay gap:** The difference between the median hourly rate of male full-pay employees and that of female full-pay employees.**
- **Mean Bonus pay gap:** The difference between the mean bonus pay paid to male employees and that paid to female employees.
- **Median Bonus gap:** The difference between the median bonus pay paid to male employees and that paid to female employees.
- **Bonus Proportions:** The proportions of male and female relevant employees who were paid bonus pay during the year.
- **Quartile pay bands:** The proportions of male and female employees in the lower, lower middle, upper middle and upper quartile pay bands.

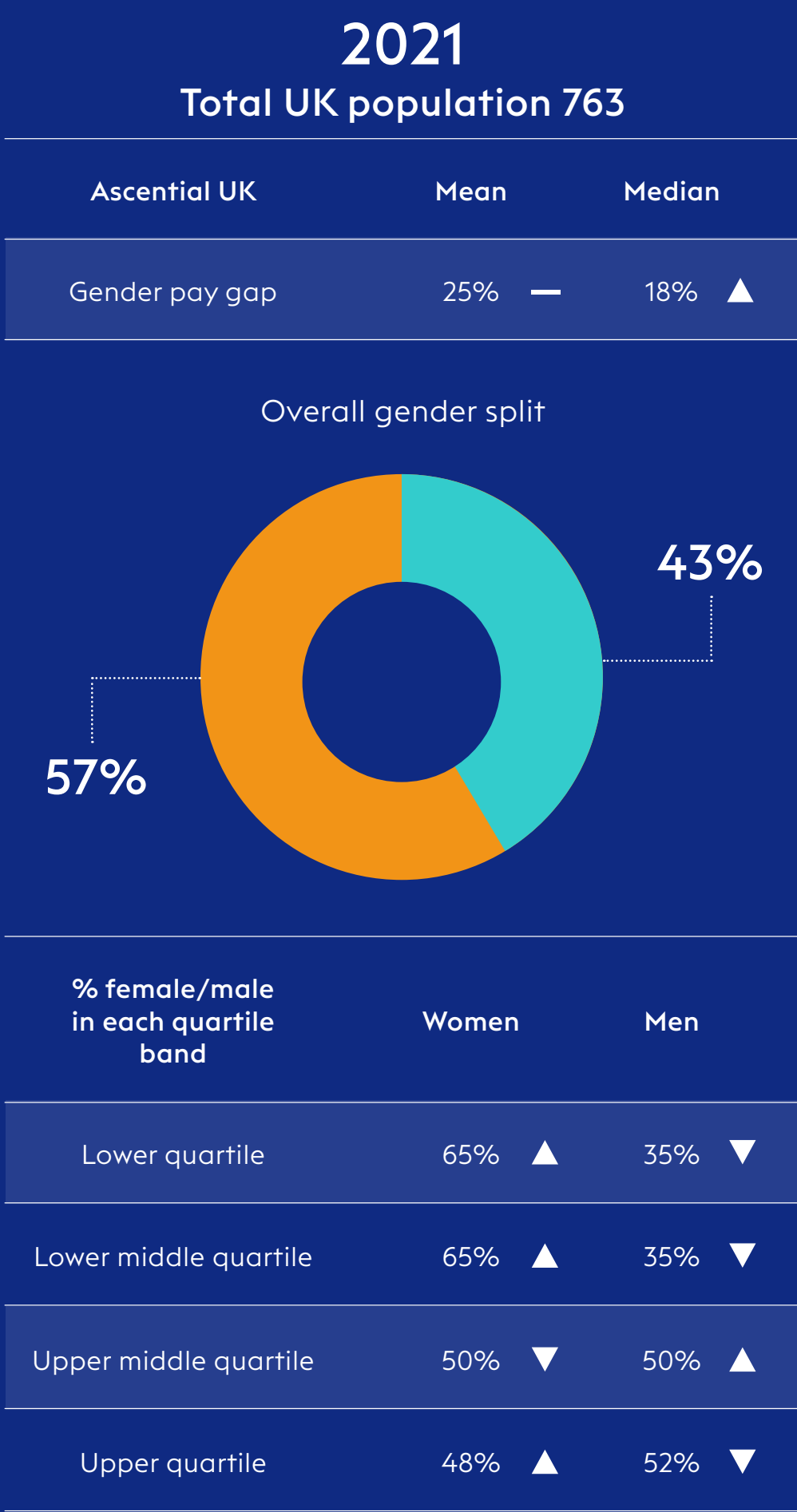
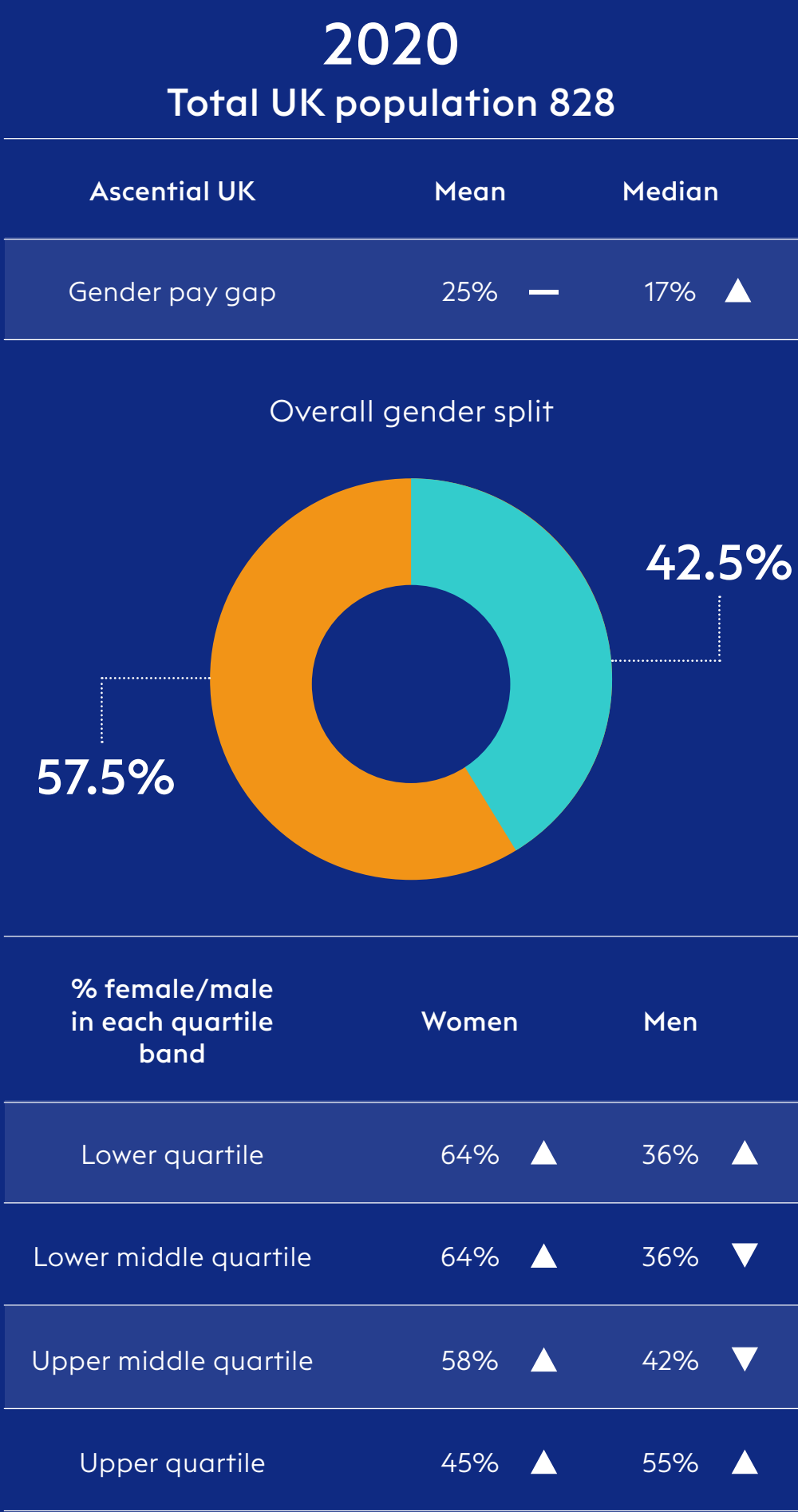
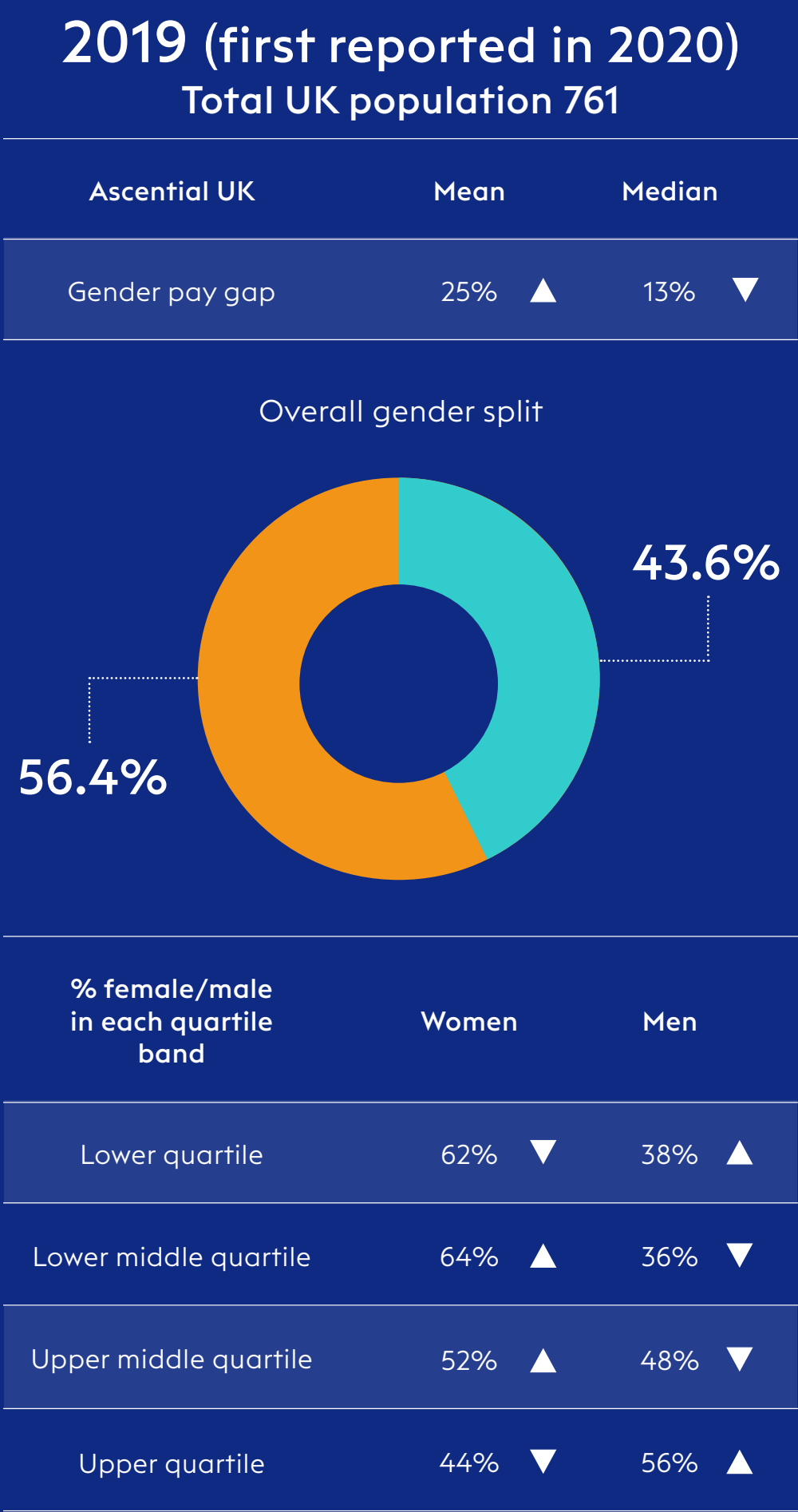
*Mean: also known as the average, the sum of salaries is divided by the number of employees – this is undertaken for both men and women.

**Median: Also known as the mid-point, salaries are sorted by value so the middle value can be taken – this is useful for skewed datasets or those with outliers.



2020 and 2021 UK data

As recorded in April 2021 (reported in 2022)



Gender pay gap:

Analysis:

- Since 2017, we have published our UK pay data to understand where we have any pay gap between genders in our UK operations.
- Pay parity analysis is a separate reporting activity which is done throughout the year to ensure that individuals are paid the same for the same job.
- Similar to previous years, there are more female employees than male in the lower and lower middle pay quartiles and more male than female employees in the highest-paid quartile (Q4).
- The largest pay gap occurs in the most highly-paid quartile, which contributed significantly to the increase in the overall mean figures for gender bonus gap and gender pay gap. The compensation amounts tended to be larger in the Q4 group, emphasising the gap.

2020 and 2021 Bonus data

Bonus pay gap:

Analysis & definitions:

- In 2019 we conducted a bonus buy out scheme which reduced the number of bonuses paid across the business and increased base salaries, this accounts for the reduction in overall bonuses paid in the subsequent years.
- The Covid pandemic which started in 2020 resulted in less bonuses being paid in the 20/21 financial year as part of our cost saving and business resilience initiatives.
- The mean bonus pay gap is the difference between the sum of all bonuses paid to women divided by the number of women receiving a bonus, and the sum of all bonuses paid to men divided by the number of men receiving a bonus. It's the % difference between the average bonus paid to women and men.
- The median bonus gap is the midpoint value when all employees who received a bonus are sorted by the value of the bonus they received.

*The mean bonus pay value appears large due to outliers from executive bonuses, please refer to the median gap which is more reflective of Ascential's non-executive staff bonuses

2019 (first reported in 2020)
Total UK population 761

% of UK population receiving
a bonus: 79%

Ascential UK	Mean	Median
Gender bonus gap	34% ▼	11% ▼

2020
Total UK population 828

% of UK population receiving
a bonus: 32%

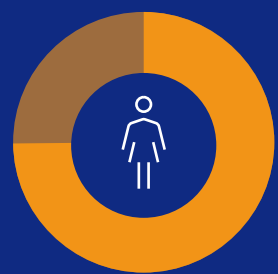
Ascential UK	Mean	Median
Gender bonus gap	36% ▲	20% ▲

2021
Total UK population 763

% of UK population receiving
a bonus: 21%

Ascential UK	Mean	Median
Gender bonus gap	60%* ▲	30% ▲

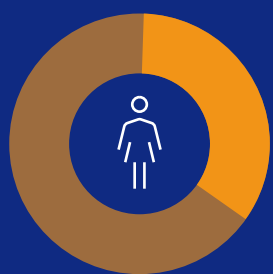
The percentage of the UK male and female populations which received a bonus:



76%
of women received
a bonus



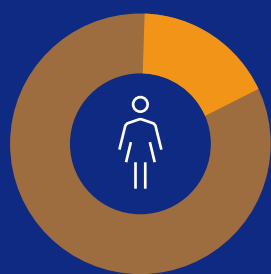
71%
of men received
a bonus



28%
of women received
a bonus



33%
of men received
a bonus



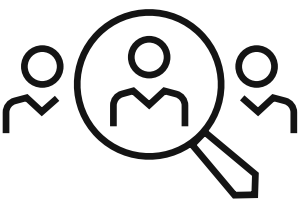
18%
of women received
a bonus



20%
of men received a
bonus

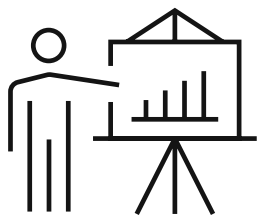
Gender pay gap: action plan

The largest contributing factor to our Gender Pay Gap is the imbalance of gender in senior roles. We are therefore aiming for an equal gender balance in our Senior Leadership population. The actions we are taking to do this fall into four main areas of work.



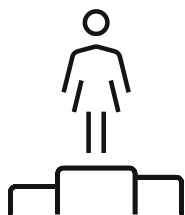
Inclusive Recruitment: to remove any unintended bias or barriers to women entering our company:

- New Inclusive Recruitment toolkit used throughout the organisation to remove any potential biases from our recruitment processes.
- Focus on the process for hiring senior vacancies to ensure equitable opportunity for all.



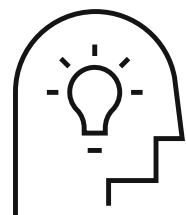
Focus on succession planning:

- By the end of 2022 we will have created a specific and measurable succession and development plan for the top 20% of roles. Where the demographics don't match the diversity of society we will course correct where needed to diversify the Senior Leadership population.



Policies and programmes which enhance women's careers:

- Flexible Working Policy revised in line with new realities of hybrid working
- Continue to promote our self-serve mentoring platform enabling women across the organisation to receive mentoring and sponsorship.
- Support and promote EmPower: an Ascential women's network. Their mission is threefold: to unite and inspire a community, educate and promote lifelong learning across the business, and trailblaze by driving change and helping women achieve their goals.



Enhance the data available for decision making:

- The reporting we conduct under UK legislation is a starting point for the overarching objectives we have around understanding possible pay disparity. In 2021 we started to collect and analyse both ethnicity and gender data on our HR system. Once we have representative datasets we will be able to look at the intersectional insights needed to inform any specific areas where corrective action may be required.
- We will continue to publish action plans focused on closing our gender pay gap in the UK and commit to measuring and assessing any possible gender and ethnicity pay gaps where representative data is available to do so.