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# Bloomberg Gender-Equality Index KPIs

2022

Published October 2023

Statistics based on data from the reporting year January - December 2022

Policies correct as of the publication date.

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As part of our ongoing commitment to gender equality, we use the Bloomberg Gender Equality Index annually to benchmark our performance in this area.

Whilst this document's primary use is for Bloomberg to score and benchmark our performance, we believe collating all the information together in this way allows all of our stakeholders to see the progress we're making in this space.

In 2022, we were pleased to once again be included in the Bloomberg Gender Equality Index, as well as maintaining leading positions in the FTSE Women Leaders and Parker Reviews addressing diversity on Boards.

A note to Bloomberg:

This document outlines our Key Performance Indicators associated with Bloomberg's Gender-Equality Index (GEI) for 2022. It notes the outputs of these indicators, and provides reference to the reporting location for further information. Referenced reports and policies can be found in the References section of the document.

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## Leadership

KPI	2022	Reporting Location
Percentage of women on company board	60%	Reported on page 61 of Annual Report 2022.
Chairperson is a woman	No	Reported on page 100 of Annual Report 2022.
Gender balance in board leadership	66.6%	Reported on page 104 of Annual Report 2022.
Chief Executive Officer (CEO) is a woman	No	<a href="https://www.ascential.com/about-us/our-leadership-team">https://www.ascential.com/about-us/our-leadership-team</a>
Woman Chief Financial Officer (CFO) or equivalent	Yes	<a href="https://www.ascential.com/about-us/our-leadership-team">https://www.ascential.com/about-us/our-leadership-team</a>
Percentage of women executive officers	37%	Reported on page 61 of Annual Report 2022.
Chief Diversity Officer (CDO)	Board Level Representative - Paul Harrison Executive level Sponsor - Tracey Gray	Reported on page 67 of Annual Report 2022.

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## Talent

KPI	Output	Reporting Location
<b>Percentage of women in senior management</b>		36% Reported on page 61 of Annual Report 2022.
<b>Percentage of women in middle management</b>	Middle management is reported on in two categories - 'leadership' and 'managers'	Reported on page 18 of DEI Report April 2023.
<b>Percentage of women in non-managerial positions</b>	Non-managerial positions is reported on in two categories - 'Specialist' and 'Operational'	Reported on page 18 of DEI Report April 2023.
<b>Percentage of women in total workforce</b>		58% Reported on page 61 of Annual Report 2022.
<b>Percentage of women total promotions</b>	Refers to women that were promoted or underwent career advancement out of total employees promoted	62% Data from January - December 2022.
<b>Percentage of Women IT/Engineering</b>	% of women in our IT and Product Engineering Teams.	32% Data from January - December 2022
<b>Percentage of new hires are women</b>	Percentage of women new hires, of the total number of new hires.	55% Data from January - December 2022
<b>Percentage of women attrition</b>	Percentage of women employees that left the company, of the total employees that left the company.	52% Data from January - December 2022

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<b>Time-bound action plan with targets to increase the representation of women in leadership positions</b>	Yes	Reported on page 5 of DEI Report April 2023.
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<b>Time-bound action plan with targets to increase the representation of women in the company</b>	The gender distribution of our organisation overall is in line with the demographics of society. Where we don't have even gender representation e.g. in our senior leadership levels we develop internal strategies to increase representation.
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## Pay

KPI	Output	Reporting Location
<b>Global mean (average) raw gender pay gap</b>	17%	Reported on page 4 of the Gender Pay Gap report 2023.
<b>Time-bound action plan to close its gender pay gap</b>	Published our action plan to close the gender pay gap in the UK	Reported on page 7 of the Gender Pay Gap report 2023.

## Inclusive culture

KPI	Output	Reporting Location
<b>Number of weeks of fully paid primary parental leave offered</b>	Varies based on employment length	Reported on pages 8-10 of 'Family Friendly Policy'
<b>Number of weeks of fully paid secondary parental leave offered</b>	2 Weeks	Reported on page 25 of the 'Family Friendly Policy'

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**Flexible working policy**

[Flexible and Remote Working Policy.](#)

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**Employee resource groups for women**

'Empower our Women's Network' group

Reported on page 67 of Annual Report 2022.

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**Annual anti-sexual harassment training**

Yes

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## References

Resource

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[Annual Report 2022](#)

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[Diversity, Equity & Inclusion Report 2023](#)

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[Gender Pay Gap Report 2023](#)

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[Family Friendly Policy](#)

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[Flexible and Remote Working Policy](#)

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