

IDNML

GENDER PAY GAP

APRIL 2021

OUR COMMITMENT

Recruiting more women into senior roles, with easier progression to middle and senior management, has been a priority for the business.

Our on-going initiatives to support change include the introduction of Network Groups, an integrated Diversity, Equity & Inclusion transformation, and the ongoing **women's development programmes**. We will continue to deliver on our strategy to drive change.

Zach Leonard,
CEO, IDNML

THE MEDIAN SALARY FOR
IDNML IN APRIL 2021 WAS

5.45%

HIGHER FOR WOMEN

April 2020: 10.51% lower for women





**THE ANALYSIS SHOWS THAT
FEMALE STAFF WERE PAID**

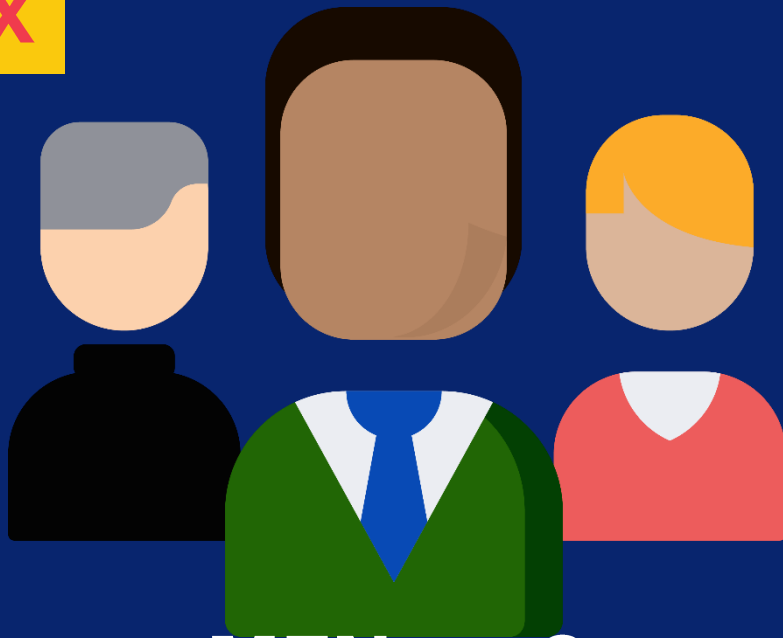
13.7%

LESS THAN MEN ON AVERAGE

April 2020: 13.7% less than men

OVERALL

MIX



MEN 2018

53.2%

MALE 2020 57.7%



WOMEN 2018

46.8%

WOMEN 2020 42.3%

PAY AND BONUS GAP

TYPE	APRIL 2021	APRIL 2020
HOURLY RATES AS 'MEAN', THE DIFFERENCE BETWEEN THE AVERAGE OF MEN'S AND WOMEN'S PAY	WOMEN WERE 13.70% LOWER	WOMEN WERE 13.70% LOWER
HOURLY RATES AS A 'MEDIAN', THE DIFFERENCE BETWEEN THE MIDPOINTS IN THE RANGES OF MEN'S AND WOMEN'S PAY	WOMEN WERE 5.45% LOWER	WOMEN WERE 10.51% LOWER
AVERAGE BONUS GENDER PAY GAP AS MEAN	WOMEN WERE 50.06% LOWER	WOMEN WERE 40.58% LOWER
AVERAGE BONUS GENDER PAY GAP AS A MEDIAN	WOMEN WERE 44.01% LOWER	WOMEN WERE 23.51% LOWER

PROPORTION OF MEN AND WOMEN RECEIVING A BONUS PAYMENT

WOMEN
18.94%



WOMEN
10.58%

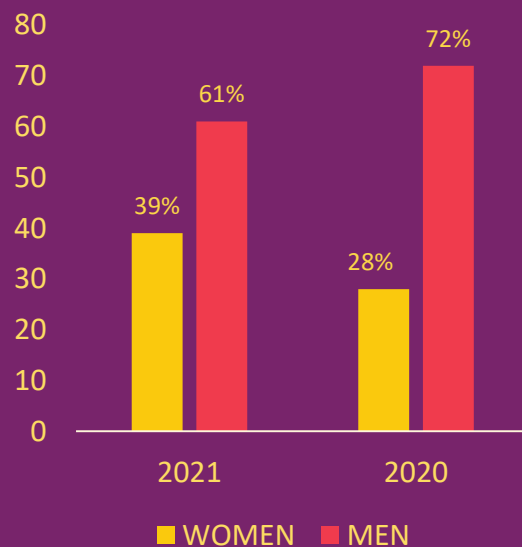


Pay and bonus gaps reflect skew of higher earners being men

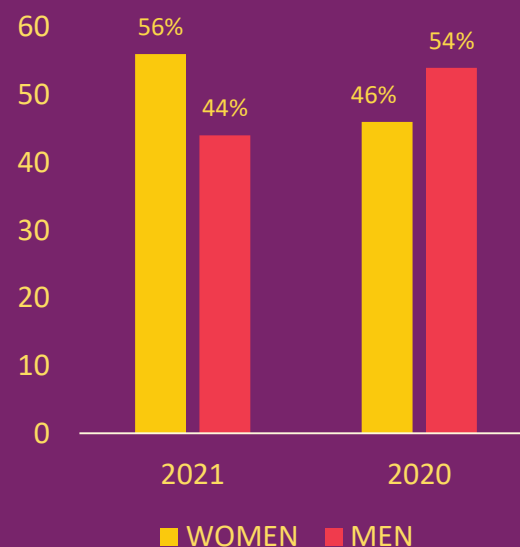
QUARTILES

Proportion of men and women when divided into four groups (quartiles) from lowest to highest pay
(To be compared to overall gender mix)

QUARTILE - TOP



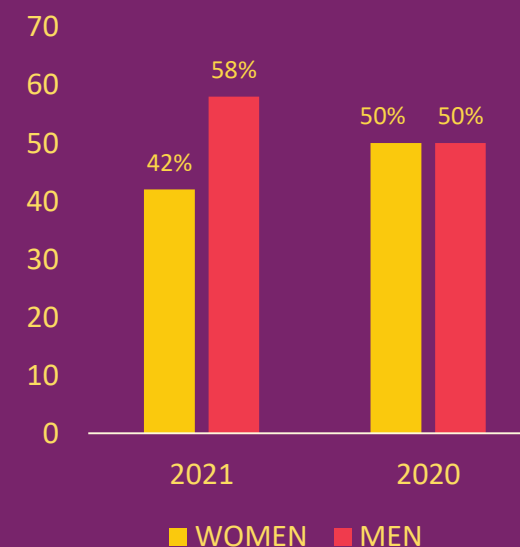
QUARTILE - UPPER MIDDLE



QUARTILE - LOWER MIDDLE



QUARTILE - LOWER



We have seen growth in number of women in the top two quartiles, with fewer women in the lower ones

CHANGING

THE GAP

A range of actions have been implemented to strengthen ability to deliver change.

COMPANY

VALUES

Developed through feedback from our people.

A key value is 'Inclusive'

We champion diversity in our teams and in our reporting. Working as a team, we put transparency and effective communication at the heart of everything we do.

DIVERSITY

EQUITY & INCLUSION

Since 2020, we've been working with expert Partners to ensure that Diversity, Equity & Inclusion become central to everything we do, whether for our people, our readers, clients and business partners.

WOMEN'S

DEVELOPMENT

PROGRAMME

Provides a supportive, experiential range of workshops. Delegates gain the knowledge and confidence to play to their strengths, overcome barriers and have tools to manage difficult situations. The programme continues to evolve with positive feedback.

NEW

INITIATIVES

The development of Network Groups for all strengthens our commitment to supporting all of our people. Our employee attraction and retention strategy is focused on widening talent pools externally. Internally, we will continue to ensure that all staff have an opportunity to develop. Managers will be tasked with the commitment and responsibility to close the pay gap. We will also be reviewing our eligible-bonus structures to build equality across all genders.