

Gender Pay Gap Report 2023



Clarion Events operates over 150 events from offices in the UK, Germany, Netherlands, US, Singapore, Indonesia, Hong Kong, and China. Clarion can trace its roots back to 1947 and takes great pride in being one of the oldest independent event organisers.

Our 1750+ global employees serve our customers by delivering a first class portfolio of live events, digital products, information solutions and media brands across a range of high value sectors.

Clarion is private equity backed and owned by Blackstone. Blackstone is one of the world's leading global investment funds, investing capital for the long term in order to build successful, resilient businesses. (<https://www.blackstone.com/>)

We are committed to maintaining a culture of equality and fairness and our core values of Passion, Care, Imagination and Trust are at the heart of what we do and how we do it. We work hard to ensure that all of our employees have an equal opportunity to develop and progress their careers in a supportive and inclusive environment.

In line with the Equality Act 2010, Clarion Events publishes an annual gender pay gap report. The gender pay gap refers to differences between the earnings of male and female employees performing a variety of different jobs across our UK Company. It is not to be confused with equal pay which is concerned with the same pay for men and women undertaking the same role.

Pay and Bonus Gap

The table below shows our median and mean hourly gender pay gap (as at 5th April 2023) and bonus gap (for the twelve months to 5th April 2023):

2023	Median	Mean
Hourly pay	19.83%	24.95%
Bonus	51.96%	60.23%

The pay gap is largely driven by a gender imbalance in the highest paid roles in the company as 68% of UK employees at Managing Director level and above are male, and 32% are female. This is also evident in the Upper Pay Quartile shown later in this report.

The higher mean bonus gap is also influenced by the greater number of males than females in sales roles, which attract higher commissions and performance-related bonuses. Approximately 22% of our UK employees work in sales-based roles, of which 61% are male and 39% are female.

The bonus gap calculation looks at actual bonus paid and is not adjusted for part-time hours. Therefore, a bonus for a part-time female employee adjusted for part-time work is compared to that of a full-time male employee which results in a bonus gap, even if they were paid the same salary and received the same bonus as a percentage of salary. As 79% of our permanent part-time roles are held by females, pro-rated bonus for females further influences our gender bonus gap.

Proportion of employees receiving a bonus

	Proportion of employees receiving bonus
Male	71%
Female	65%

We are confident that males and females have an equal opportunity to earn a bonus at Clarion Events. It is important to note that under the gender pay gap reporting guidelines, commission payments are included as bonus. As previously stated, approximately 22% of our UK employees work in sales-based roles which are eligible for performance-related commission payments, of which 61% are male and 39% are female, so this has an impact on our proportions of employees receiving bonus.

Pay Quartiles

Pay quartiles are equally-sized pay bands, ranging from the lowest-paid 25% of our employees, to the highest-paid 25%. The below table illustrates the gender distribution across these four quartiles:

	Lower	Lower Middle	Upper Middle	Upper
Male	27%	47%	41%	62%
Female	73%	53%	59%	38%

2022 vs. 2023

From a statistical standpoint, the median pay gap is considered to be the more accurate measure for gender pay gap as it is not skewed by very low or very high pay. The figure is arrived at by calculating the difference between what the mid-earning woman and the mid-earning man in our UK business is paid.

Looking at our median figures for 2023 versus 2022, we have reduced our median pay gap by 7.29 and our bonus pay gap by 14.72, a significant difference year on year.

Median	2023	2022	Difference
Hourly pay	19.83%	27.12%	-7.29
Bonus	51.96%	66.68%	-14.72

What have we done since our 2022 report to help reduce our gender pay gap?

- Introduced a Pay Policy to ensure that all salary increases and promotions are assessed for fairness and equity. Maintained a rigorous interrogation and approval process for annual pay review and bonus payments.
- Improved our maternity, paternity and shared parental leave and pay to enable more equal sharing of work and childcare.
- Delivered inclusive leadership training to support our leaders in creating equity, diversity and inclusivity in their day to day roles. We also extended this training to all levels of management.
- Introduced a new external talent partner to continue our work on improving recruitment processes, e.g. assessing blind CV's, using recruitment scorecards and inclusive interview panels.
- We continue to:
 - Deliver e-learning training on diversity and unconscious bias for all employees.

- Hold DE&I network listening forums to help highlight issues, challenges, and propose solutions.
- Support and promote DE&I initiatives.
- Be a member of Women in Exhibitions whose mission is to empower women in the exhibition industry whilst helping to nurture the next generation of female leaders.

What next?

- Add global gender pay gap reporting and equitable talent attraction processes to our ESG strategy.
- Update our recruiting manager training in line with our evolving recruitment processes to ensure our managers are equipped with the right skills, behaviours and attitudes required to enhance our inclusive culture.
- All recruitment interviews to have a consistent structure; including questioning, scoring, and where possible, diverse interview panels.
- Gather data to analyse our gender balance on shortlists for all positions, with particular focus on senior roles.
- Develop the mentoring programme further with a stream to focus on emerging female talent.
- Introduce a formal, centralised career pathway and succession mapping platform which will enable us to identify emerging female talent across the business.
- Annual pay and bonus review will continue to be interrogated and approved by our Management Board to ensure consistency, fairness, and avoid unconscious bias.

I confirm that the gender pay gap information published in this written statement and submitted to the Gender Pay Gap Service is accurate and has been calculated according to the requirements and methodology set out in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Lisa Hannant
Chief Executive Officer

Notes:

1. The pay quartiles show the gender distribution across the UK in Clarion Events. Each pay quartile contains a quarter of the total employees, who were ranked from highest pay (upper quartile) to lowest pay (lower quartile).
2. The total pay gap is based on employees' hourly rate of pay, calculated using their ordinary pay and any bonus pay received in April 2023. Ordinary pay includes regular pay (e.g. base salary). Bonus pay includes all types of incentive pay (e.g. annual bonus and commission).
3. The proportions of males/females receiving bonus pay is based on bonus pay received in the 12 months to 5th April 2023.
4. The mean is calculated by adding up the values and then dividing by the number of values.
5. The median is found by listing the values in order and finding the middle number in the list (or, if there are equal numbers, the mean of the two middle numbers).