

# Gender Pay Gap Report 2024



Clarion Events is the world's largest privately owned event and exhibition organiser, producing and delivering innovative and market-leading events and digital products across the globe. Since our inception in 1947, the company has grown into a truly international organisation, with a portfolio of a 125 events and media brands across a range of vertical markets. Clarion Events employs nearly 2,000 people in 12 countries around the globe.

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.

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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 5<sup>th</sup> April 2024) and bonus gap (for the twelve months to 5<sup>th</sup> April 2024):

2024	Median	Mean
Hourly pay	28.52%	24.82%
Bonus	48.59%	60.64%

The pay gap is largely driven by a gender imbalance in the highest paid roles in the company as 70% of UK employees at Managing Director level and above are male, and 30% 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 24% 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 75% 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	74%
Female	69%

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 24% 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	35%	37%	47%	63%
Female	65%	63%	53%	37%

## 2023 vs. 2024

Median	2024	2023	Difference
Hourly pay	28.52%	19.83%	+8.69
Bonus	48.59%	51.96%	-3.37

We value transparency and are committed to fostering an inclusive, equitable workplace. Although we have made progress in some areas, there has been an increase in our gender pay gap. As part of our ongoing efforts to ensure fair pay and close the gender pay gap, we have conducted a thorough review of our gender data, which we have summarised below:

- Where men and women undertake the same role at Clarion, they receive equal pay.
- The number of male and female starters aligns with our overall gender distribution across the UK business (45% male, 55% female). However, our high-level analysis indicates a significantly higher percentage of women leaving the business compared to men, which we are actively working on addressing.
- 65% of the largest pay increases have been awarded to female employees.
- Most increases for women are in Marketing and Operations. In Sales and Technology, where more men are present and typically earn higher salaries, increases for men counterbalance those for women, affecting their representation in the upper pay quartiles.

## What have we done since our 2023 report to help reduce our gender pay gap?

- Added global gender pay gap reporting and equitable talent attraction processes to our ESG strategy.
- Updated our recruiting manager training in line with our recruitment processes to ensure our managers are equipped with the right skills, behaviours and attitudes required to enhance our inclusive culture.

- Improved our inclusivity initiatives such as establishing a Women’s Network and fostering inclusive environments through awareness and training.
- Our Management Board are continuing to approve annual pay and bonus reviews in line with our pay policy to ensure consistency, fairness, and avoid unconscious bias.

### What next?

- Introduction of Core Hours from 3<sup>rd</sup> March 2025 which aims to balance flexibility for employees with our business needs while ensuring effective collaboration and customer service.
  - Core hours are from 10:00am to 4:00pm, with flexibility to start between 7:30am and 10:00am, and finish between 4:00pm and 6:30pm.
  - Flexible start and finish times can be transformative for many employees, especially those managing childcare or other caregiving responsibilities. This initiative allows them to better arrange their schedules without sacrificing hours or pay to fit into a traditional 9:00-17:30 routine.
  - By offering this flexibility, we not only support our current employees but also enhance our ability to attract and retain talented and diverse women in our workforce.
- Implement a formal, centralised career pathway and succession mapping platform which will enable us to identify female talent across the business.
- Partner with organisations focused on attracting female talent, particularly in areas where women are underrepresented, such as technology and sales.
- Continue to develop the mentoring programme which focuses on emerging female talent.

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 2024. 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 5<sup>th</sup> April 2024.
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).