

# Gender Pay Gap Report 2018



Clarion Events operates over 200 events in 45 countries from offices in the UK, US, South Africa, Brazil, Germany, Singapore, UAE, Nigeria, Indonesia, Hong Kong, China and the Netherlands. Clarion can trace its roots back to 1947 and takes great pride in being one of the oldest independent event organisers in the UK. Our 2500 global employees specialise in delivering first class events, networking, and information solutions in high value sectors, both in mature and emerging geographies.

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.

Clarion was proud to be named as the “Most Respected Company for 2017” and “Most Influential Company of the last 25 Years” in 2018 by the Association of Event Organisers.

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The gender pay gap refers to differences between the earnings of male and female employees performing a variety of different of different jobs across our UK Company. It is not to be confused with equal pay which is concerned with the same pay for males and females undertaking the same role.

## Pay and Bonus Gap

The table below shows our mean and median hourly gender pay gap (as at 5<sup>th</sup> April 2018) and bonus gap (for the twelve months to 5<sup>th</sup> April 2018):

	Mean	Median
Hourly pay	17.56%	6.26%
Bonus	43.73%	11.46%

The higher mean gap is largely driven by a higher proportion of men than women in our most senior positions. At present 82.3% of UK employees at Managing Director level and above are male, and 17.7% are female. This has a disproportionate impact on the mean, and therefore it is believed that the median figures are a more accurate representation as it removes any skewing of higher and lower pay.

The higher mean bonus gap is also influenced by the greater number of men than women in sales roles which attract higher commissions and performance-related bonuses. Approximately 29% of our UK employees work in sales-based roles, of which 71% are men and 29% are women.

Additionally, the bonus gap calculation (as set out in the regulations) 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 74% of our permanent part-time roles are held by women, pro-rated bonus for women further influences our gender bonus gap.

## Proportion of employees receiving a bonus

	Proportion of employees receiving bonus
Men	67.03%
Women	60.40%

We are confident that men and women 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 29% of our UK employees work in sales-based roles which are eligible for performance-related commission payments, of which 71% are men and 29% are women, 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
Men	63.11%	40.50%	48.76%	62.81%
Women	36.89%	59.50%	51.24%	37.19%

## How we'll continue to have a positive impact on our gender pay gap

- We will continue to provide opportunities for flexible working at all levels within the Company where possible, including senior roles.
- We will provide improved information and training for managers on the benefits of flexible and inclusive ways of working for all.
- Annual pay and bonus review will continue to be interrogated and approved by our Management Board to ensure consistency, fairness and avoid unconscious bias.
- Training on diversity and unconscious bias will be included in Management Recruitment training, the Managers Guide and in Manager briefings.
- We have decided to strengthen our parental leave rights for fathers and second parents to help tackle the gender pay gap. We have reviewed our policy on Shared Parental Leave pay and will move from paying fathers and second parents only statutory pay during the first 18 weeks to matching the enhanced Company maternity pay given to mothers.

I confirm that the data reported is accurate and are compliant with the GPG Information Regulations 2017.



Russell Wilcox  
Chief Executive Officer