

# Gender Pay Gap Report 2020



Clarion Events operates events from offices in the UK, US, South Africa, Germany, Singapore, UAE, 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 2000+ 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.

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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 males and females 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 2020) and bonus gap (for the twelve months to 5<sup>th</sup> April 2020):

	Median	Mean
Hourly pay	23.15%	30.13%
Bonus	54.71%	57.51%

The median pay gap is the most commonly used metric when quoting gender pay statistics. 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.

The pay gap is largely driven by a gender imbalance in the highest paid roles in the company as 75% of the UK employees at Managing Director level and above are male, and 25% are female. This is also evident in the Upper Pay Quartile shown below.

The higher mean bonus gap is influenced by the greater number of males than females in sales roles, which attract higher commissions and performance-related bonuses. The bonus gap calculation also 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 76% 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	80%
Female	71%

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.

## 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	36%	43%	51%	64%
Female	64%	57%	49%	36%

## What next?

- Recruitment – educate recruiting managers on unconscious bias and introduce tools/improved processes to avoid this.
- Diversity & Inclusion (D&I) – look at ways in which we can improve D&I across the business, including new initiatives, training, and evaluation of existing processes.
- Flexible working – brief managers on the benefits of flexible working and how to work inclusively.
- Annual pay and bonus review – this will continue to be interrogated and approved by our Management Board to ensure consistency, fairness and avoid unconscious bias.

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



Russell Wilcox  
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 2020. 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 April 2020.
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).