

Gender Pay Gap Report 2021



Clarion Events operates over 120 events from offices in the UK, US, South Africa, Germany, Singapore, Indonesia, Hong Kong, China, UAE 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 1600+ 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 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 5th April 2021) and bonus gap (for the twelve months to 5th April 2021):

2021	Median	Mean
Hourly pay	25.36%	26.94%
Bonus	42.92%	64.31%

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 79% of the UK employees at Managing Director level and above are male, and 21% are female. This is also evident in the Upper Pay Quartile shown below.

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 68% are male and 32% 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 71% 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	62%
Female	58%

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 68% are male and 32% 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%	40%	58%	62%
Female	65%	60%	42%	38%

What have we done?

- Introduced a number of DE&I initiatives including:
 - E-learning training on diversity and unconscious bias for all employees
 - Leadership training with EY for all senior managers on diversity and inclusion
 - DE&I network listening forums to help highlight issues, challenges and propose solutions
 - Introduced DE&I representatives to support and promote DE&I initiatives
 - Removed 'Refer a friend' recruitment scheme
- Since September 2021 we have started to improve our recruitment processes as part of the talent attraction partnership with Instant Impact, e.g. assessing blind CV's, using recruitment score cards and introducing inclusive interview panels. Instant Impact have also provided training on using score cards to help address unconscious bias.
- Launched mentor programme - initially to help all new starters to successfully onboard and achieve their full potential.
- Maintained rigorous interrogation and approval process for annual pay review and bonus payment.
- Ensured that all managers are aware of the benefits of flexible and inclusive ways of working through HR Manager briefings.

What next?

- Deliver an inclusive leadership training to support our leaders in creating equity, equality diversity and inclusivity in their day to day roles.
- All recruitment interviews to have a consistent structure; including questioning, scoring, and where possible, diverse interview panels.
- Strive for gender balanced shortlists for all positions with particular focus on senior roles.
- Develop the mentoring programme with a stream to focus on emerging female talent.

- Review our maternity, paternity, adoption, surrogacy and shared-leave policies, including how we support parents returning to work during these important life phases.
- 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 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 2021. 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 2021.
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).