



People & Culture  
Document

# Gender Pay Gap Report 2024



CloserStill

# ABOUT US



We are CloserStill. We run more than 150 market-leading, B2B events and gatherings focused on the Business Technologies, Healthcare and Future Transport and Infrastructure sectors.

We are committed to excellence and innovation in our business operations and in our brands. Resulting in widespread recognition including numerous accolades and prestigious awards for our events like the London Vet Show, Learning Technologies to Tech Show and DevLearn.

# OUR COMMITMENT

We are committed to making CloserStill a safe, inclusive and collaborative workplace where our colleagues are encouraged to be true to themselves. We are a global and multicultural business and we strive to create a diverse and inclusive environment where our colleagues can grow and develop, no matter who they are and where they work.

We are publishing our UK pay data for CloserStill Acquisitions Ltd in line with the government requirements for Companies of our size.

We followed the government guidelines in order to calculate the pay data for average (mean) hourly pay and median pay, and the average (mean) and median bonus pay. Please note these calculations require us to include all variable pay in the 'bonus' calculation (e.g. annual performance related bonus, commission, spot prizes, rebook commission).

Please note that the pay gap is not the same as equal pay (where men and women doing the same job are paid the same) and in order to understand and interpret the results it is helpful to review analysis of gender representation across different job roles at CloserStill Acquisitions Ltd.

# RESULTS 2024

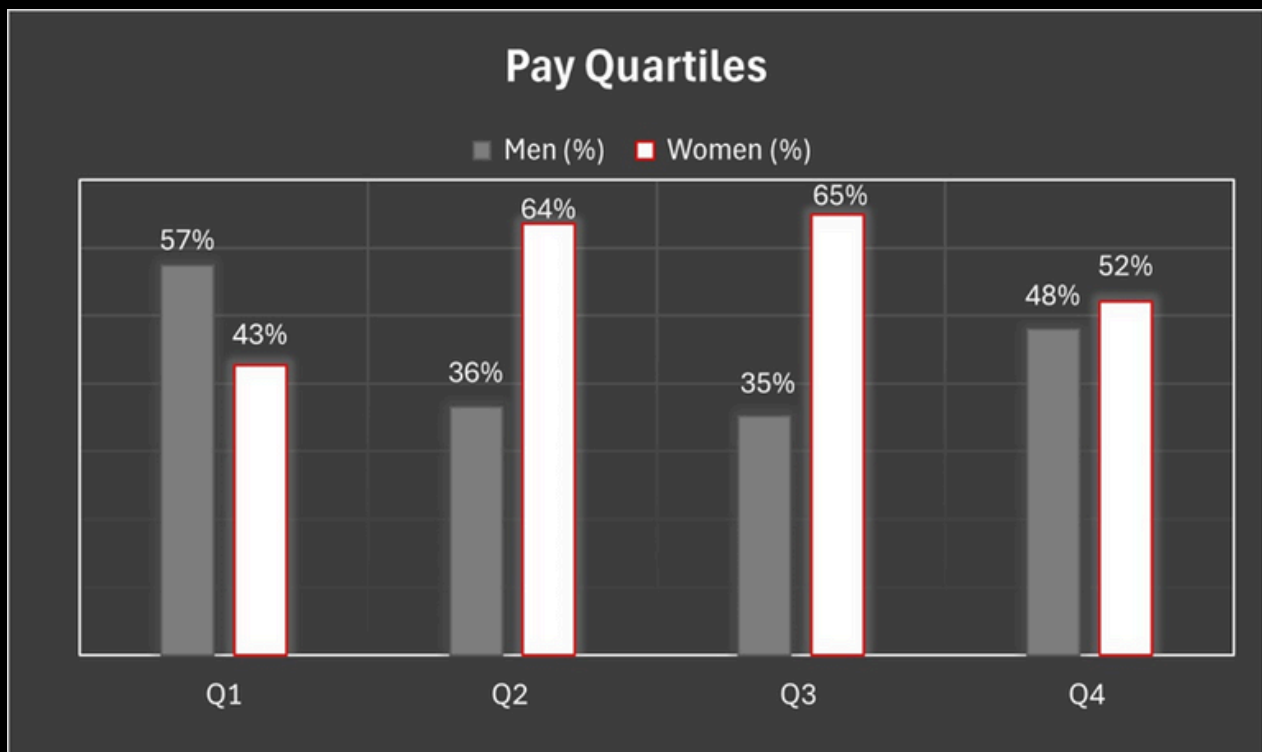
CloserStill Acquisitions Ltd Results for 2024. The below calculations are for the hourly gender pay gap as of the 5th April 2024 (the snapshot month) and the bonus gap for 12 months to 5th April 2024.

As of the snapshot date we had 173 females (55%) and 140 males (45%) in the workforce.



## 1. PAY QUARTILES

The below table shows the split of females and males across our four pay quartiles. This represents the four equally sized (by employee number) pay bands with Q4 the lowest pay band and Q1 the highest.



- Across all 4 quartiles, sales roles continue to be dominated by males, (38% female / 62% by male), and Marketing roles continue to be dominated by females, (73% female, 27% male)
- In Q2 42% of the roles are sales and we have a more balanced representation of females (47% female). 28% of roles are in Marketing which is dominated by females (76% female) explaining the prevalence of females in Q2.
- In Q3 45% of the roles are Marketing roles, again dominated by females (70%) explain the prevalence of females in Q3.

## 2. HOURLY PAY / BONUS PAY

Our average (mean) hourly pay gap is 19% and our median is 10% (male:female).  
Our average (mean) bonus pay gap is 45% and the median is 48% (male:female).

We can see that males are more likely to go into sales roles and this attracts higher bonuses in the form of commission. This unequal gender split in sales roles impacts on the pay data.

It is also worth noting that under the government calculation guidelines, any bonus, commission and LTIPs (long term incentive plans) paid in the snapshot month would be included in the calculations. We believe this has contributed to a larger gap than would otherwise be recorded.

To test this theory, we removed commission (including rebook commission) and any LTIPs. This resulted in a significant improvement in both the hourly pay gap and the bonus pay gap.

The average (mean) hourly pay gap decreases to 13% and the median to 2% (male:female).

The bonus pay gap also improves, the average (mean) gap decreases to 23% (male:female). The median average gap also decreases to 8% (female:male) which means female's midpoint average bonus pay is 8% higher than males.

We believe that people have an equal opportunity to earn a bonus regardless of gender and this is evidenced by the fact that 87% of females and 85% of males had bonus pay in the relevant period

## WHAT'S CHANGED?

CloserStill remain committed to creating an inclusive environment for all, the below initiatives have continued

-  Continuing to run Conscious Inclusion training run for all employees globally and inclusive hiring training covering unconscious bias for key hiring managers.
-  Developing a new partnership with Young Women's Trust to encourage more women into a career in Sales.
-  Continuing to strengthen our partnership with Women In Exhibitions (WIE), including the WIE mentoring programme.
-  Working with our People & Culture employee resource group to promote key events like International Women's Day

# MOVING FORWARD

**CLOSERSTILL REMAIN COMMITTED TO CREATING AN INCLUSIVE ENVIRONMENT FOR ALL, THE BELOW INITIATIVES HAVE CONTINUED:**



**Assess our performance review, pay and promotions process to ensure women are getting opportunities to progress in Sales**



**Continuing to promote events supporting women through our People & Culture group.**



**Continuing to review our Hiring practices, including blind CVs.**



**Continuing to partner with external stakeholders to raise awareness of sales as a career with young women.**

**I confirm that the information and data provided is accurate and in line with mandatory requirements.**

**Signed**

*Gareth Bowhill*

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