

# Our 2018 Gender Pay Gap Report

At Emerald Publishing we are committed to equality. We are passionate about equal opportunities and the fair treatment of our global workforce. We aim to achieve a diverse workplace, and provide an inclusive working environment for all our people.

We will address the gender pay gap through analysis, insight and robust inclusion plans that will be delivered across the organisation.

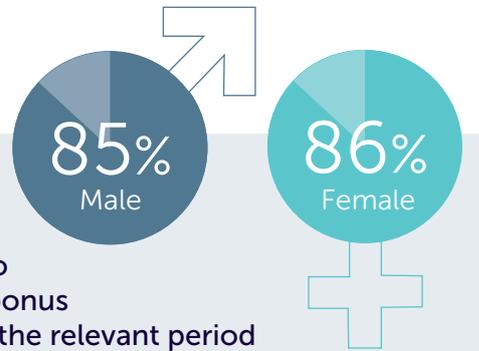
We're pleased to report that our Gender Pay Gap narrowed in 2018, but we recognise that there is further opportunity to do more. This report also outlines our plans for how we will continue to support gender equality.

## Pay & Bonus Gap

Difference between men and women (prior year in brackets)

	Mean	Median
Hourly Pay	15% (20%)	19% (24%)
Bonus	23% (29%)	15% (11%)

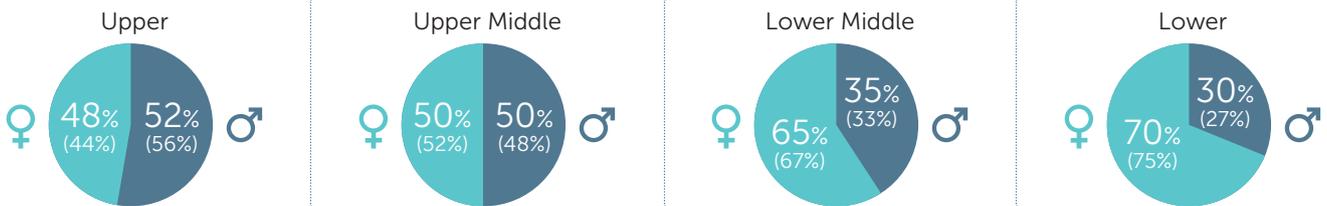
Proportion of men & women who received a bonus payment in the relevant period



The median bonus gap has increased in the year due to a significantly higher proportion of women joining later in the year, therefore receiving a lower bonus in this reporting period and reducing the median bonus figure.

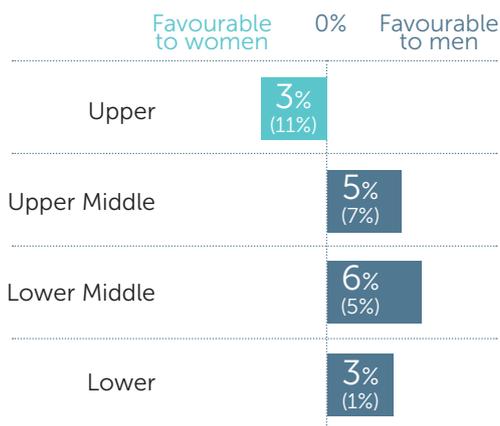
## Proportion of men & women in each pay quartile

♀ Women ♂ Men



## Median pay gap by quartile

(prior year in brackets)



## Our Results

We have a higher percentage of females in our workforce which is typical of the scholarly publishing industry. This is not an equal pay issue. Our gender pay gap is primarily driven by a higher proportion of females in our lower pay quartiles.

In 2018 we made progress in a number of areas including an increase of men joining the business in early career roles and an increase of women in leadership positions.

We will continue to encourage gender diversity across all areas of our business. Recent examples of this include increased gender diversity in many of our larger teams such as business technology and publishing.

# How we will make a difference

We're pleased to have improved our Gender Pay Gap, but we know there's always more we can do. We're also realistic and know that the work we do this year may take time to yield results - so we're in this for the long run. We will continue to support gender equality and to ensure that Emerald Publishing continues to be a fair place to work for everyone.

## These are the ways we will make a difference;



Improved our family friendly policies



We have recently further enhanced our maternity/paternity/adoption policies and matched these to our shared parental leave entitlements. We know that females typically access these policies the most, so we will work to actively encourage males to increasingly take advantage of our shared parental leave policy.



Better support for parents & carers

2019

We recognise that our people may need to take time out of their working life to care for children or loved ones and we want to make this as easy as possible for them. Throughout 2019 we will actively look at ways to further support our parents and carers to ensure they still feel valued and able to take advantage of any opportunities that arise during their time away from the business. Again, typically these responsibilities fall to females, but we will strive to ensure this doesn't impact on progression opportunities and make improvements for all, regardless of gender.



Improve our recruitment processes

2019

We will continue to make improvements to our recruitment process with the aim to raise awareness of potential bias as much as possible, not only in relation to gender, but to all protected characteristics.



Clearer routes of progression for women

2019

Throughout 2019 we will look at ways to support the development and career aspirations of our lower paid females. In particular, we will encourage greater gender diversity in digital and technological roles.

We won't stop there!

2020

We will define our actions for 2020 and work to achieve these



We are confident that men and women are paid equally for doing equivalent jobs across our business. The differences in pay highlighted in this report are primarily driven by the higher proportion of females in the lower 2 pay quartiles, however this ratio improved slightly in 2018. We are passionate about gender equality and the promotion of diversity, as highlighted by our internal STRIDE programme. This programme explores and promotes diversity and inclusion with a strong focus on gender equality and the celebration and promotion of women in leadership.

I confirm that the data reported is accurate.

Richard Bevan, Chairman