

Gender & Ethnicity Pay Gap Factsheet 2022

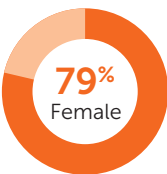
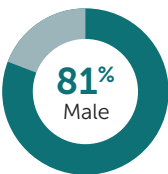
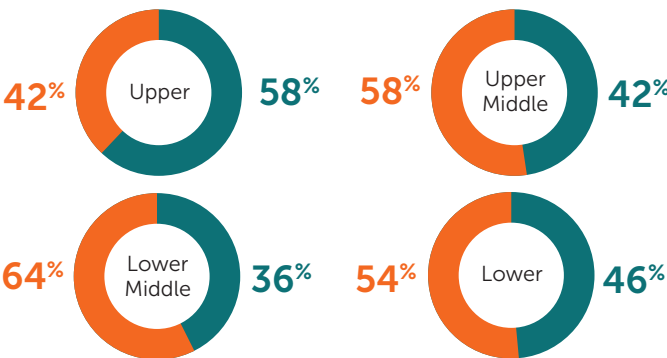


Emerald is resolutely committed to being a leading voice for inclusion and diversity. To us, that means regardless of race, gender, class, religion, sexual orientation, disability, age, income or anything else - individuals deserve and should demand to be equally represented and heard. As such we challenge ourselves, and those we work with, to always do more, and better. Our goal is to create a balanced workforce which reflects the customers and communities we work with. Individuality is one of the values at the heart of our business and we want Emerald to be a place where difference and individuality is valued, encouraged, recognised and celebrated.

Gender Pay Gap

● Women ● Men

Proportion of men & women in each pay quartile



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

Pay & Bonus Gap

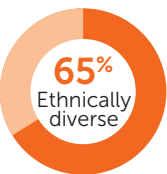
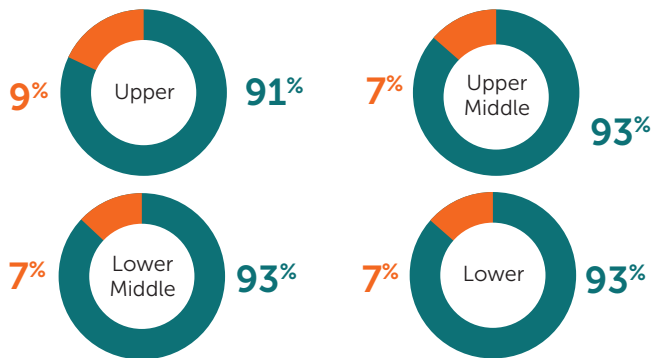
| Difference between men and women | Mean | Median |
|----------------------------------|------|--------|
| Hourly Pay | 12% | 13% |
| Bonus | 22% | 15% |

We continue to have a higher percentage of females in our workforce. The quartile gaps are quite small which suggests that people in similar roles are being paid similar amounts but our gender pay gap is still primarily driven by a higher proportion of females in our lower pay quartiles. We will continue to seek to address this through a range of targeted campaigns and initiatives.

Ethnicity Pay Gap

● Ethnically diverse ● White

Proportion of white & ethnically diverse in each pay quartile



Proportion of white & ethnically diverse who received a bonus payment in the relevant period

Pay & Bonus Gap

| Difference between white and ethnically diverse | Mean | Median |
|---|------|--------|
| Hourly Pay | 0% | -5% |
| Bonus | 8% | 11% |

We have chosen to report on our ethnicity pay gap for full transparency and to hold ourselves accountable for improving this pay gap. Unfortunately, a large proportion of our workforce have not disclosed their ethnicity to us meaning that these figures are not truly reflective of our pay gap. We will continue to encourage colleagues across the business to feel comfortable enough to share this important data with us.

Emerald Group (made up of Emerald Publishing, Emerald Works and Emerald Group Solutions) was acquired by Cambridge Information Group in June 2022. CIG owns a number of different companies and operates its own group structure so it no longer makes sense for Emerald to be a "group within a group". The decision has therefore been made to separate Emerald Publishing and Emerald Works into two distinct businesses and to merge Emerald Group Solutions back into Emerald Publishing. This will have an impact on how we report on our gender / ethnicity pay gap moving forward. As such we have produced a factsheet for 2022 to simply report our figures as a Group and will put our efforts into creating a full report on our 2023 pay gaps along with an action plan as a single business.

What matters to us hasn't changed however and we will still be concentrating on our people vision to create an extraordinary employee experience, with a strong focus on ED&I to help us reduce our pay gap.

I confirm the data reported is accurate. *Vicky Williams* Vicky Williams, CEO