

Gender & Ethnicity Pay Gap Factsheet 2023

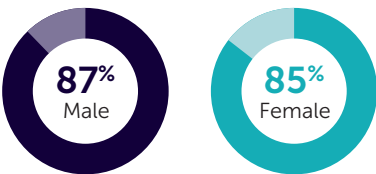
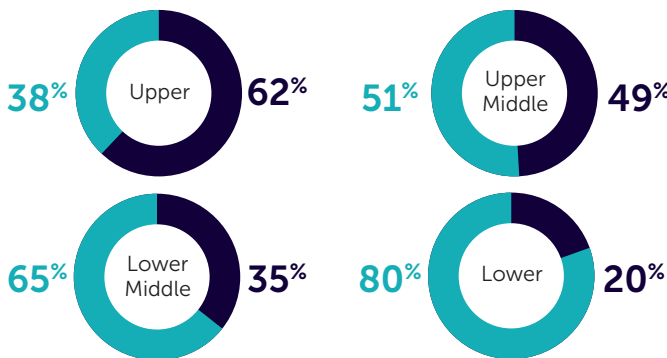


Emerald is resolutely committed to being a leading voice for inclusion and diversity. To us, that means regardless of race, gender, class, religion, sexual orientation, disability, age, income or anything else - individuals deserve and should demand to be equally represented and heard. As such we challenge 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

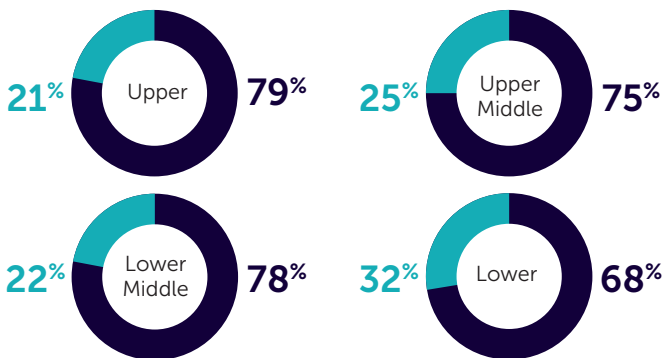
Difference between men and women	Mean	Median
Hourly Pay	22%	27%
Bonus	33%	32%

We continue to have a higher percentage of females in our workforce. 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	4%	-10%
Bonus	36%	16%

We voluntarily report on our ethnicity pay gap for full transparency and to hold ourselves accountable for improving it. 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 continue to encourage colleagues to feel comfortable enough to share this data with us.

For 2021 and 2022 we reported as a group of businesses under Emerald Group. This is our first year reporting solely as Emerald Publishing again, following the acquisition by Cambridge Information Group in June 2022. This change has had an impact on our pay gap and we are disappointed to see an increase for the first time, following a year-on-year reduction in our pay gap since 2017.

We are mindful of the varying factors driving our pay gap, such as fewer males in lower quartile roles, having a majority of males in our Technology team with associated higher salaries, and other factors such as females in higher quartile roles being on maternity leave at the snapshot date. However, we don't make any excuses - this pay gap does not reflect our organisational goals and we are committed to working hard to narrow our pay gap again to the point of balance.

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