Euromonitor International Gender Pay Gap Report

EUROMONITOR INTERNATIONAL

EUROMONITOR INTERNATIONAL GENDER PAY GAP REPORT

Reporting on data collected in the 12 months prior to 5th April 2023

The secret of our success is our employees. We continue to work hard to ensure we can attract and retain talent to support the continued growth of our business. Key factors in this are our approach to Diversity and Inclusion and ensuring equity across our full workforce. This includes all aspects of employment from a fair recruitment process and opportunities for progression through to benefits and equal pay for equal work.

We continue to have a strong representation of women in Senior roles in the business; 50% of our UK-based Leadership Team are female, 47% of employees in our Upper Quartile for pay are women and our Median Pay Gap has reduced to 2.44%.

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WHAT IS THE GENDER PAY GAP

The Gender Pay Gap is a calculation that looks across all UK employees and provides details on the gap between mean and median pay between men and women. The calculation does not take into account the positions of employees in the organisation, however does ensure that the pay of part time staff is calculated on a full time equivalent basis.

WHAT IS INCLUDED

Pay: The pay calculation looks at the April 2023 payslip and includes all payments made in that month, so includes any commission or bonus payments made in April.

Bonus: The Bonus pay gap is calculated using the total variable pay made to an employee in the 12 payrolls between and including April 2022 and March 2023.

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OUR RESULTS

When reviewing our data we can see that our mean pay gap is driven by a very small number of highly paid individuals in the UK office. Our bonus gaps are due to a combination of a very small number of male employees outside of sales receiving high bonuses and 35% of our male employees working in sales versus 24% of our female employees. Sales employees, on average, receive higher bonuses.

When we divide our bonus data into those in sales schemes and those in non-sales schemes we can see that:

Bonus Pay Gaps

1.6%
SALES: MEAN BONUS GENDER PAY GAP

-7.8%
SALES: MEDIAN BONUS GENDER PAY GAP

45%
NON-SALES: MEAN BONUS GENDER PAY GAP

-8.3%
NON-SALES: MEDIAN BONUS GENDER PAY GAP

Pay and Bonus Pay Gaps

11.79%
MEAN GENDER PAY GAP

2.44%
MEDIAN GENDER PAY GAP

33.84%
MEAN BONUS GENDER PAY GAP

31.96%
MEDIAN BONUS GENDER PAY GAP

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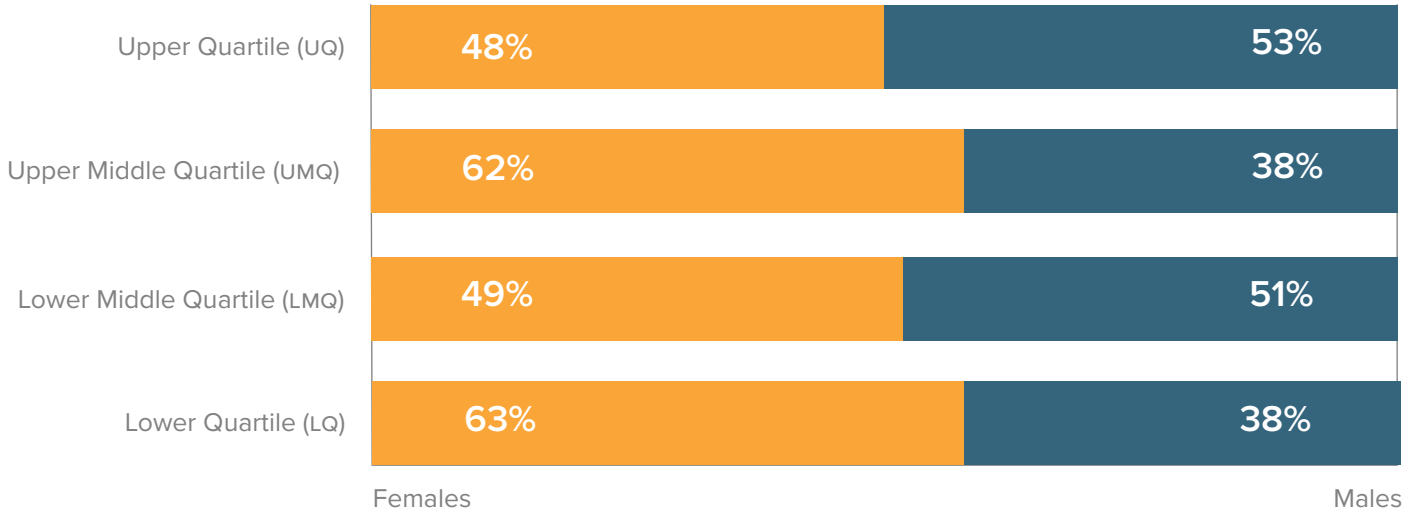
Pay Quartiles
55% of the UK workforce are female. Our representation by pay quartile is:



PROPORTION OF EMPLOYEES RECEIVING A BONUS

Overall 75% of staff received a bonus; 72% of male staff and 78% of female staff.

All Sales staff have a variable pay scheme from day 1 of employment.

For staff outside of Sales, those with more than 6 months service at the end of the fiscal (31st March) are included in a bonus scheme. The annual bonus calculated in this report for non-sales staff was paid in May 2022. Non-sales staff employed after 31st October 2021 were not eligible for a payment.

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WHAT ARE WE DOING TO ENSURE EQUAL PAY

As a business we have salary bands for our Sales, Consulting and Research Teams and pay all staff, regardless of gender, within these agreed bands. This ensures that we have equal pay for equal work.

We have a number of Employee Resource Groups; one of which is focused on Women and is sponsored by a member of the Leadership Team. Gender Pay data for all offices with over 100 staff is shared with this group annually and they are asked to propose actions and initiatives to support our ongoing commitment to equal pay for equal work.

Hybrid working is available to all. These Policies enable people to better balance work with personal passions and responsibilities and allow those with caring responsibilities to continue to progress their careers with us.

DECLARATION

We, Tim Kitchin and Emma Blaney, confirm that the information in this statement is accurate and all data has been collated in accordance with the Equality Act 2010 (Gender Pay Information) Regulations 2017.

TIM KITCHIN

Chief Executive

EMMA BLANEY

Global HR Director

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