

## Gender Pay Gap Report

In compliance with the requirement for employers with a headcount of 250 the below sets out the gender pay calculations for William Reed Business Media Ltd. The calculations are based on a snapshot date of 5 April 2020. The snapshot date coincided with the height of the COVID-19 pandemic and a time of great disruption for WR, particularly the events side of our business. A significant number of employees were on furlough leave from our UK business at the snapshot date and therefore excluded from the calculations. Our data as a result was formed of just 261 employees.

We are very committed to a full analysis of our gender pay calculations and to taking action where needed. We have taken the decision however to focus our analysis on calculations for the snapshot period April 2021. This will give us a more representative data size and be more reflective of the current position.

This data will be published within the next 6 weeks.

### Hourly Summary

Mean gender pay gap in hourly pay	41.2%
Median gender pay gap in hourly pay	18.1%

### Bonus Summary

Proportion of male relevant employees with bonus pay	54.7%
Proportion of female relevant employees with bonus pay	45.0%
Mean gender pay gap in bonus pay	48.2%
Median gender pay gap in bonus pay	9.7%

### Quartile Summary – percentage of male and female in each hourly pay quartile

Lower Quartile:	Men 29.2% Women 70.8%
Lower Middle Quartile:	Men 41.5% Women 58.5%
Upper Middle Quartile:	Men 49.2% Women 50.8%
Upper Quartile:	Men 62.1% Women 37.9%



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1<sup>st</sup> October 2021

