Euromonitor International
Gender Pay Gap Report
In the reporting period 91% of men and 84% of women were paid a bonus. Whilst all staff are eligible for a bonus, employees must have at least 6 months service and not be underperforming in their role at the date of payment for a bonus to be awarded.

Our mean bonus gap continues to be high at 50.5%, this is due to bonuses being higher in our sales teams, and having more men working in senior roles in this area.

We continue to have strong representation of women in Senior roles in the business; 50% of our UK based Leadership Team are female and 47% of the jobs which are in our upper quartile for pay are held by women.

We have clear Career Paths in our Sales, Consulting, Tech and Research Divisions, with agreed salary bands to ensure that people doing equal work are paid equally. 78% of our UK staff work in one of these areas.
We are disappointed that our Pay Gap has widened this year. If we calculate our Gender Pay Gap using base pay only it sits at 12%, however the gap widens to 29.2% when the variable pay processed in the April 2021 payroll is included.

As a business we are committed to improving our gender pay statistics and have recruited a Global DEI Director to support us in reviewing our current processes as well as to help us drive initiatives to ensure equality of treatment and opportunity for everyone regardless of any personal characteristic.

**PERCENTAGE OF FEMALES VS MALES IN QUARTILES**

<table>
<thead>
<tr>
<th>Quartile</th>
<th>Females</th>
<th>Males</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lower Quartile (LQ)</td>
<td>59%</td>
<td>41%</td>
</tr>
<tr>
<td>Lower Middle Quartile (LMQ)</td>
<td>60%</td>
<td>40%</td>
</tr>
<tr>
<td>Upper Middle Quartile (UMQ)</td>
<td>52%</td>
<td>48%</td>
</tr>
<tr>
<td>Upper Quartile (UQ)</td>
<td>47%</td>
<td>53%</td>
</tr>
</tbody>
</table>
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