

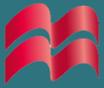


macmillan  
Publishers International

# Gender Pay Gap Report

March 2019





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We know it's our people who make the difference and we aim to provide a nurturing environment where people have fun, feel motivated and get properly rewarded for what we do. We are working hard to be the diverse, inclusive community we aim to be and to provide everyone with equal opportunities. We know we have more work to do and we will continue to strive to be the best in our industry in this regard.

Our gender pay gap report shows that at Macmillan Publishers International Ltd (MPIL) we do not have an overall gender pay gap.

Some one-off bonus payments affected the data we submitted last year. Our quartiles and mean/median hourly pay have largely stayed the same; the hourly mean gap has increased slightly for females within our business. Our bonus pay gap has increased slightly, largely down to the fact that the three most senior leaders within the business are currently all male. We strive to ensure that candidates are considered for roles without any discrimination and where roles are comparable for both genders, bonuses are offered and paid fairly, regardless of gender, which is highlighted by our median bonus result of 0%.

## The headline numbers

- On average, women earn slightly more (-5%) than men at Macmillan and the median pay for women is also higher than for men (-28%)
- The proportion of women receiving bonuses at Macmillan is higher than men: 63% of women and 36% of men receive a bonus
- The average bonus earnings for men are higher than for women (70%)
- The median bonus earnings for both genders are a perfect match (0%)
- Overall, Macmillan employs more women than men – we employ 62% women and 38% men. In all but one pay quartile the proportion of women is higher than men

This Gender pay report is a snap shot of data at 5th April 2018. At that time MPIL employed 614 employees across all three locations; Swansea, Basingstoke and London. This data is based on “full-pay” employees; i.e. it does not include employees on reduced pay – for example, maternity pay, sick pay, unpaid leave – who are excluded by the government reporting structure.

## About Us

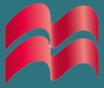
Macmillan Publishing International Limited is based in the UK, and comprises Pan Macmillan and Priddy Books; our consumer publishing businesses, and MDL, our Distribution business. We have a Shared Functions department that supports the whole business including HR, Finance and Legal teams.

## Proportion of Women and Men working at Macmillan Publishers International Ltd

38% men

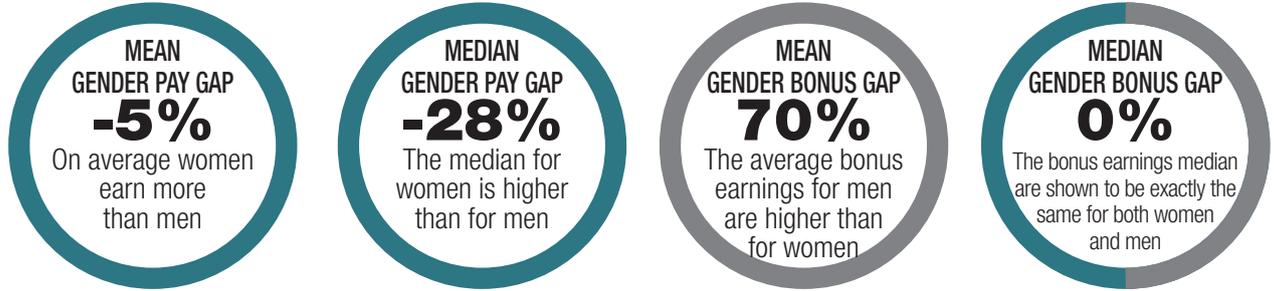
62% women





## Our Gender Pay Information

Below shows our mean and median hourly gender pay gap and mean and median bonus gap as of the snapshot date of 5 April 2018 and our bonus gap paid in the 12 months prior to 5 April 2018.



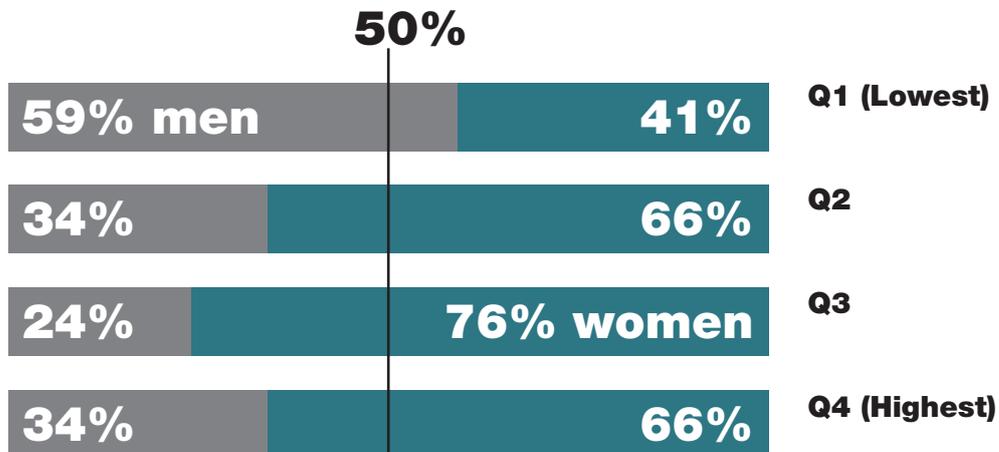
## The proportion of men and women at Macmillan receiving bonus payments

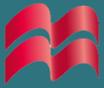
The proportion of women receiving bonus payments is higher this year, due to an exceptional one off bonus made in the previous year. 36% of men and 63% of women received a bonus payment.



## Proportion of men and women employed in each salary quartile

The proportions of men and women in each pay quartile, illustrates that in all but one quartile the proportion of women is higher than men.





## Understanding the Pay Gap

The analysis shows us that MPIL's gender pay gap is lower than the national UK average. In MPIL the mean gender pay gap is -5% in favour of women.

This snapshot of data shows that we have more women (62%) working for us than men (38%). Our Executive teams are comprised of 50% women and 50% men. We are pleased to have this equal representation at this level.

There is more of a gender gap in bonus payments. The statistics show that on average men earn more in bonus payments than women. This is largely down to the fact that the three most senior leaders within the business are currently all male.

The median figure shows the midpoint of all bonuses, and we are happy to report that we have a 0% percentage difference for both genders.

Our gender pay gap results illustrate that MPIL is broadly balanced. We are confident that men and women are being paid fairly. We are pleased to have flexible, family friendly policies, and have recently introduced enhanced maternity and paternity policies and shared parental leave. We at MPIL are committed to our inclusive culture. We value the diversity of our workforce and when it comes to pay we make compensation decisions based on skill, experience and job related criteria. We carry out regular formal benchmarking against both internal and external measures. We want to improve our inclusive culture by continuing to monitor our gender pay gap and taking a gender balanced approach to development, progression and succession planning.

**Lara Borlenghi**  
Finance Director at Pan Macmillan

## Understanding the definitions

### GENDER PAY VS EQUAL PAY

#### Gender Pay

The gender pay gap is an equality measure that shows the difference between the average earnings of men and women across the company. It is expressed as a % difference against men's earnings. The gender pay gap does not show differences in pay for comparable jobs.

#### Equal Pay

Men and women in the same employment performing equal work in comparable jobs, must receive equal pay. Unequal pay for men and women has been illegal for 45 years.

### THE DIFFERENCE BETWEEN MEAN AND MEDIAN

#### Mean

The mean is the average of all the data

#### Median

Median is the mid-point (middle number in the list of data)

**Simon Cramond**  
SVP Finance at Macmillan Publishing International

