



macmillan
Publishers International

GENDER PAY GAP REPORT 2021

GENDER PAY GAP REVIEW

MARCH 2021

Please note:

This year's snapshot was taken in April 2020 when the UK was in the midst of the outbreak of the Covid-19 pandemic. The data is skewed by the impact of an abnormal year in which furlough arrangements and a temporary voluntary salary reduction were in place.

About Us

Macmillan Publishers 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.

We pride ourselves not just on winning industry awards, delivering the highest standards of customer service, and publishing and distributing the bestselling books in the market, but also on the wellbeing and satisfaction of our people. Macmillan is a place where all voices are heard and new ideas are welcomed from any part of the business. We aim for everyone to feel motivated, included and well rewarded for what they do.

We strive to ensure that candidates are considered for roles without any discrimination, we benchmark salaries to ensure parity across comparable roles and bonuses are offered and paid fairly, regardless of gender. We continue to use the HMRC evidence-based guidelines to improve gender quality and continue to benchmark ourselves against these, using them to ensure we are working towards their recommendations for best practise. In our Pan Macmillan division we have introduced some initiatives including advertising salaries on job adverts for roles up to £45,000 pa and introducing a family leave scheme.

The headline numbers

- On average, women earn more (-2%) than men at Macmillan and the median pay for women is also higher than for men (-25%)
- The proportion of women receiving bonuses at Macmillan is higher than men: 70% of women and 31% of men receive a bonus
- The average bonus earnings for men are higher than for women (75%)
- The median bonus earnings are also higher for men (67%)
- 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 2020. At that time MPIL employed 607 employees across 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, furlough, maternity pay, sick pay, unpaid leave – who are excluded by the government reporting structure.

Proportion of Women and Men working at Macmillan Publishers International Ltd

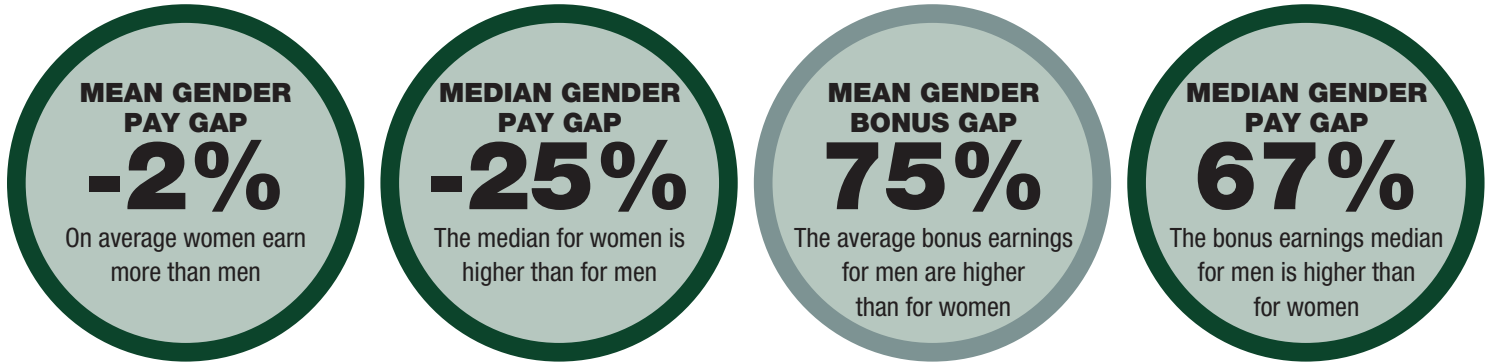
38% men

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 2020 and our bonus gap paid in the 12 months prior to 5 April 2020.



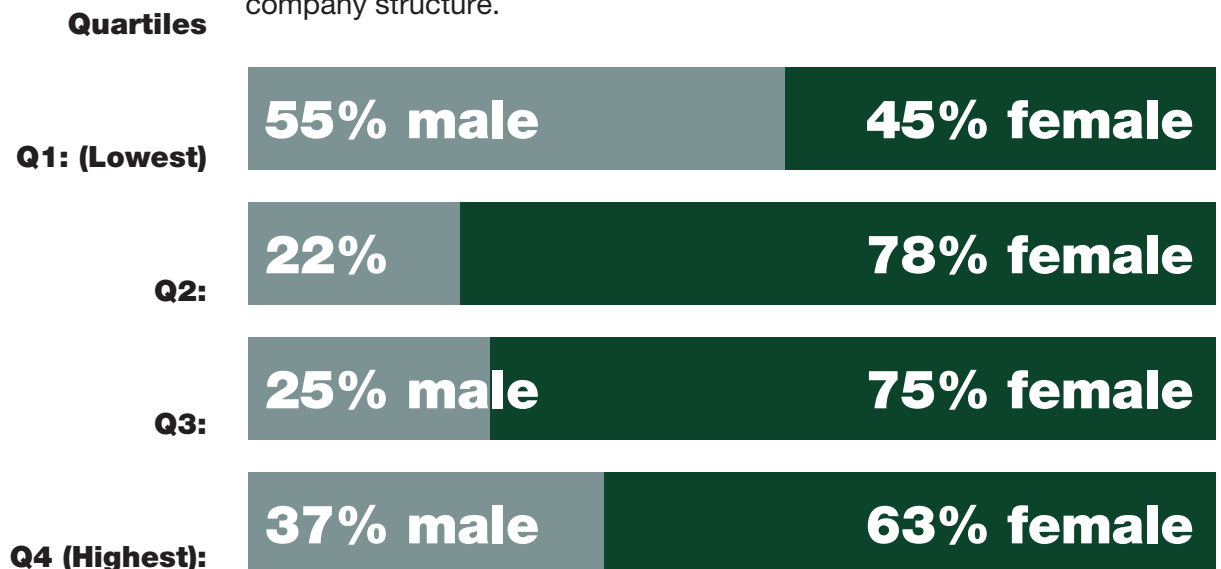
The proportion of men and women at Macmillan receiving bonus payments

31% of men and 70% of women received a bonus payment.

31% men **70% women**

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 – as a reminder, this year’s data is affected by employees that were furloughed so this data does not show an accurate recording of our typical company structure.





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 -2% in favour of women.

This snapshot of data shows that we still 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 driven by two specific factors – each of our three divisional heads are men, and one of our divisions, Pan Macmillan, which has a large proportion of women, gave a bonus to everyone in the division.

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 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 Publishers International Ltd