



macmillan
Publishers International

**GENDER
PAY GAP
REPORT
MARCH
2023**

GENDER PAY GAP REPORT MARCH 2023

Today we publish our 2022 gender pay gap data for Macmillan Publishers International Limited (MPIL) UK, comprising Pan Macmillan and Priddy Books, our consumer publishing businesses; MDL, our distribution business; and our shared functions department including HR, Legal, Finance and IT.

Introduction

The snapshot of gender pay gap data from April 2022 demonstrates that pay across MPIL UK is broadly balanced across genders.

At Macmillan Publishers International Limited (MPIL) UK, we value diversity in our workforce and aspire always to base compensation decisions on skills, knowledge and experience alone. To support this, we carry out regular formal benchmarking of salaries against both internal and external measures.

We recognise that the gender pay gap persists globally across all sectors, largely as a result of deep-rooted and systemic inequalities. As an employer committed to furthering diversity, equity and inclusion, we have a responsibility to help dismantle the multiple, interconnected barriers women face in their careers.

Whilst we're proud of the progress we have made so far in driving gender equality at MPIL, we have a clear ambition to deliver more.

Diversity, equity and inclusion (DEI) at MPIL UK

We believe that nurturing a diverse workforce with a variety of lived experiences and providing an inclusive workplace where our employees can be their authentic selves will enable us to succeed as individuals and as a team.

At MPIL UK, we pride ourselves not simply on publishing and distributing the bestselling books in the market, but on the wellbeing and fulfilment of our people. MPIL UK is a place where we strive to make a difference, to ensure all voices are heard and new perspectives and ideas are welcomed from every corner of the business. We aim for our teams to feel motivated, included and well rewarded for what they do.

Recent progress

We have launched **new recruitment practices** that help ensure that candidates are considered for roles irrespective of their gender. All divisions of MPIL UK are now using a shared recruitment system which enables customisation to anonymise candidates' information. We continue to seek and identify new ways of reaching candidates who are currently under-represented within the organisation, including diversifying the job boards on which we advertise roles to attract a broader candidate pool.



We have introduced **hybrid working and flexible hours** as widely as possible across MPIL UK to enable employees to achieve a better work-life balance, and we continue to offer a formal flexible working scheme.

We regularly review our **family friendly policies** to ensure that we are supporting our working parents and those with caring responsibilities: for example we offer up to 26 weeks' paid family leave at Pan Macmillan.

Further to this – as part of our wider DEI strategy – we are introducing a range of initiatives to encourage people from **under-represented communities** into publishing with the aim, crucially, to enable them to progress. We recognise that some women may face additional hurdles in the workplace due to intersectionalities.

We have updated the company's **wellbeing policy** provide guidance on all aspects of wellbeing, including mental, physical, financial and social; most recently, launching a new menopause policy that sets out how we support our colleagues experiencing menopausal symptoms, and we will be rolling this out across MPIL UK.

At Pan Macmillan, we have recruited a **new dedicated DEI specialist** who is responsible for driving forward our DEI strategy, including initiatives and policies that address gender inequality.

To further inclusion, we have also established two **employee network groups** and will work with employees to support the creation of further groups. Each network group is sponsored by members of our leadership team to ensure they are supported at a senior level and able to drive progress.

Pan Macmillan continues to offer **mentoring to all employees** as part of their development and this includes specially selected mentors for parents returning from family leave.

Pan Macmillan also ran a series of **DEI awareness workshops** available to everyone at MPIL UK on a range of topics, including trans inclusion, neurodiversity and microaggressions.

Specifically in the MDL division, an **HR KPI dashboard** has been developed to track demographic, absence and attrition data. This will support MDL in gaining a broader understanding of how improvements can be made to practices and policies relating to DEI.

The headline numbers

- Overall, MPIL UK employ more women than men – we employ 67% women and 33% men. In all but one pay quartile the proportion of women is higher than men.
- On average, women earn slightly more (-2%) than men at MPIL UK (compared to 0.2% in favour of men in 2021) and the median pay for women is higher than for men (-19% compared to -23% in 2021).
- The proportion of men receiving bonuses at MPIL UK is slightly higher than women: 94% of men and 92% of women receive a bonus.



- The average bonus earnings for men are higher than for women (18%) but this has reduced considerably compared to last year (53%).
- The median bonus earnings for men and women are equal (0%).

This gender pay gap report provides a snapshot of data on 5 April 2022. At that time MPIL UK employed 631 people across three locations: Swansea, Basingstoke and London. The pay data is based on “full-pay” employees: i.e. it does not include employees on reduced pay – for example, statutory maternity pay (beyond the enhanced leave period), sick pay and unpaid leave – who are excluded by the government reporting structure. We have included 95.9% of our employees in the pay analysis.

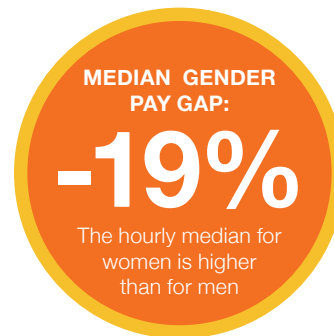
Proportion of men and women working at MPIL UK:

33% men

67% women

Our gender pay information

Below shows our mean and median hourly gender pay gap and mean and median bonus gap on the snapshot date of 5 April 2022 and our bonus gap paid in the 12 months prior to 5 April 2022.



The proportion of men and women at MPIL UK receiving bonus payments

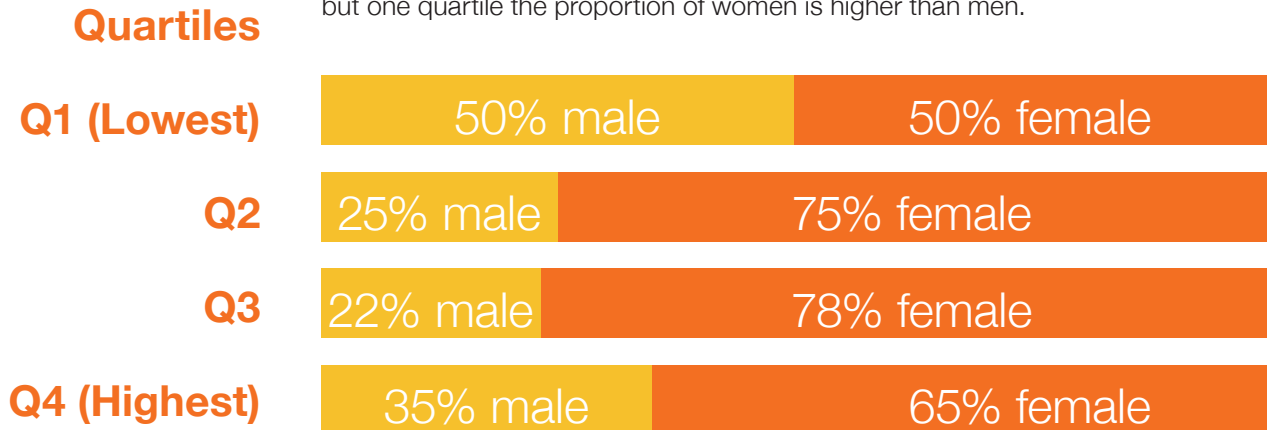
94% men

92% women



Proportion of men and women employed in each salary quartile

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



Understanding the pay gap

The snapshot of data shows that MPIL UK's gender pay gap is lower than the national UK average. Across MPIL UK the mean gender pay gap is -2% in favour of women, compared to +2% in favour of men in 2021.

MPIL UK continues to employ more women (67%) than men (33%).

There is an equal representation of men and women in the first salary quartile and a higher representation of women than men in the second, third and fourth quartiles.

At leadership level there is equal representation of men and women.

Focusing on bonus payments, there is an 18% mean bonus pay gap in favour of men, with the snapshot data demonstrating that, on average, men earn more in bonus payments than women. This is due to there being a relatively high proportion of men in the highest quartile. The gap has closed significantly compared to 2021 (53%) and MPIL UK will seek to narrow this further.



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

The median is the mid point (middle number in the list of data).

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, IT, Finance and Legal teams.

Lara Borlenghi

Chief Financial Officer
at Pan Macmillan

Guy Browning

Managing Director
at Macmillan Distribution

Pan Macmillan, Priddy Books and Macmillan Distribution are part of Macmillan Publishers International Ltd.

Company number 02063302 Cromwell Place Hampshire International Business Park, Lime Tree Way, Basingstoke, Hampshire, United Kingdom, RG24 8YJ