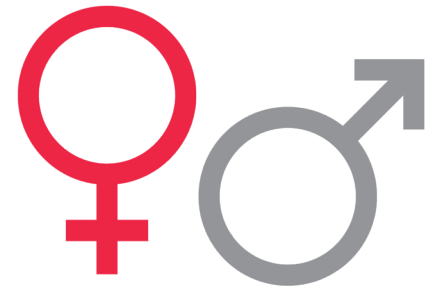


Gender Pay Gap Report





Gender Pay Gap Report






March 2018

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.

Providing Fair Pay

In this context we are very pleased to make public our gender pay gap report which shows that at Macmillan Publishers International Ltd (MPIL) we do not have an overall gender pay gap, reflecting our commitment to equal opportunities for men and women.

The headline numbers

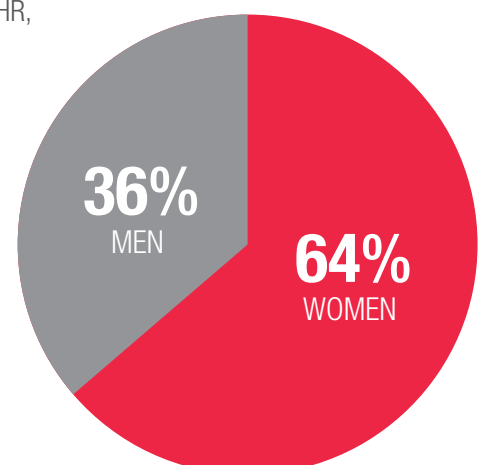
-  On average, women earn slightly more (-2%) than men at Macmillan and the median pay for women is also higher than for men (-34%)
-  The proportion of women and men earning bonuses at Macmillan is exactly the same: 82% of women and 82% of men receive a bonus
-  The average bonus earnings for men are higher than for women (57%)
-  The median bonus earnings is higher for women than for men (-515%)
-  Overall, Macmillan employs more women than men – we employ 64% women and 36% 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 2017. At that time MPIL employed 565 employees across three locations, Swansea, Basingstoke and London

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.

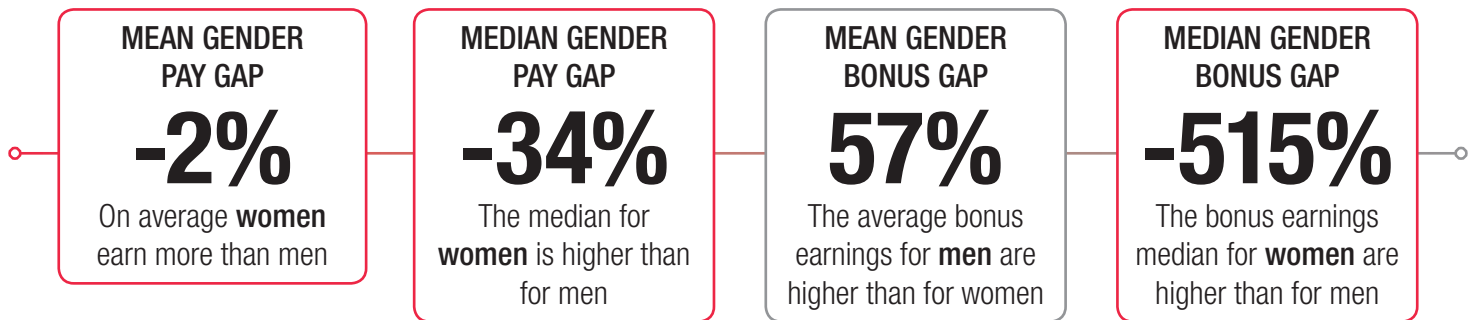
Proportion of Women and Men working at Macmillan Publishers International Ltd





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 2017 and our bonus gap paid in the 12 months prior to 5 April 2017.

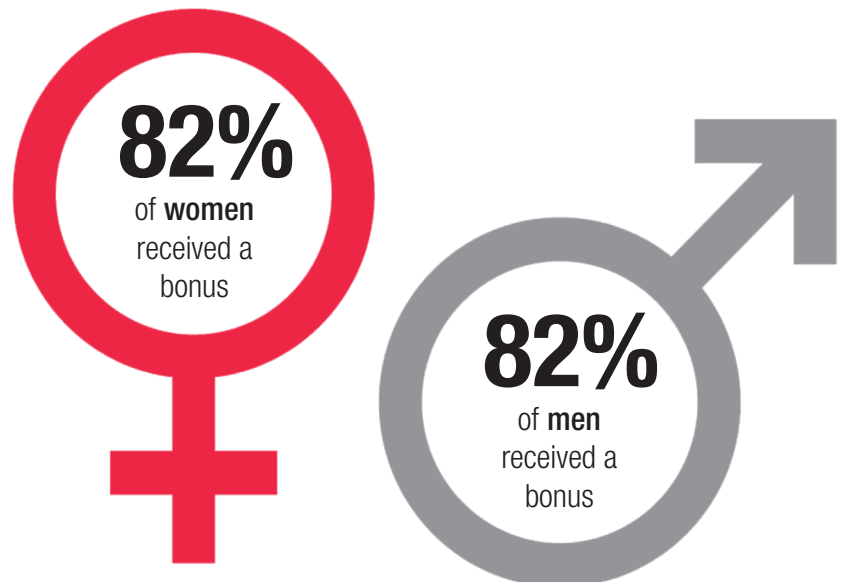


The proportion of men and women at Macmillan receiving bonus payments

The proportion of men and women receiving bonus payments in MPIL is the same.

82% of men and 82% of women received a bonus payment.

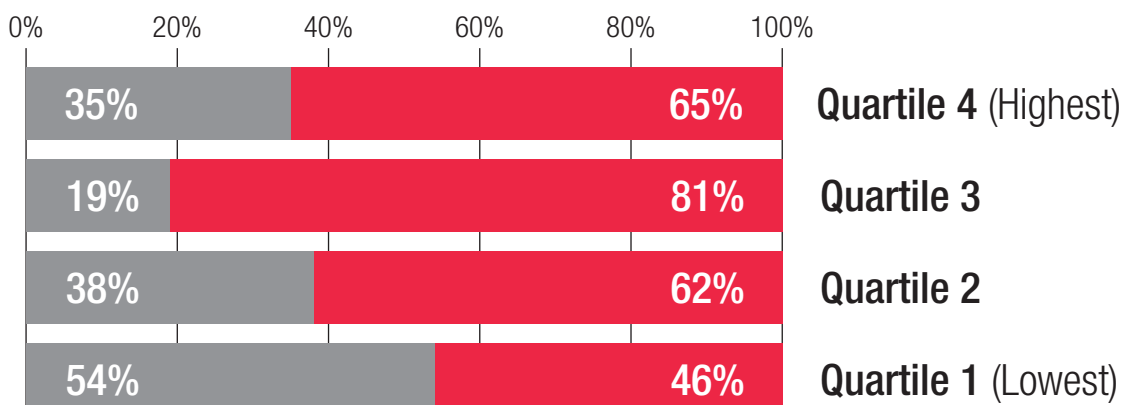
The bonus paid for that year included an exceptional one off bonus that was only paid for that year.



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.

More men work in the distribution part of the business where the majority of the roles are in the lower quartile.



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. On average across the UK, men earn 18.1% more than women.

We currently have more women (64%) working for us than men (36%). The Executive team is comprised of 47% women and 53% men. We are pleased to have this equal representation at the Executive 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 year an exceptional one off bonus was paid in a particular division where the majority of the team is made up of men. In addition to this, 53% of the leaders at MPIL are men. Both of these aspects have inflated the mean bonus gap. We aim to decrease this % gap in the future.

The median figure shows the midpoint of all bonuses, and women currently earn more than men due to the different plans in different businesses and the gender splits in those businesses.

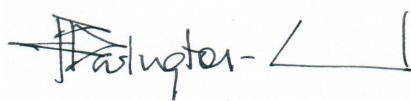
Our gender pay gap results illustrate that MPIL is broadly balanced, and we are confident that men and women are being paid fairly. We are proud of our flexible, family-friendly policies, and have recently introduced enhanced maternity and paternity policies and shared parental leave. We at MPIL are 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 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



Simon Crammond

SVP Finance at Macmillan Publishing International

Understanding the definitions

GENDER PAY VS EQUAL PAY

Gender Pay Gap

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)

