

GENDER PAY GAP

REPORT 2022



macmillan
Publishers International

GENDER PAY GAP REVIEW

MARCH 2022

A snapshot of 2021

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.

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 we encourage all voices to be 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 put in place practices to ensure that candidates are considered for roles without any discrimination and where roles are comparable for both genders. All divisions of MPIL UK are now using the same recruitment system which enables customisation to anonymise candidates' information. We benchmark salaries and bonuses are offered and paid fairly, regardless of gender. We continue to use the HMRC evidence-based guidelines to improve gender equality and continue to benchmark ourselves against these, using them to ensure we are working towards their recommendations for best practise.

Within Pan Macmillan we have introduced a mentoring scheme for parents returning to work. We have continued to offer flexible working throughout the extended pandemic as well as other initiatives to help everyone balance home and work. In 2021 we ran a survey to measure the inclusivity of our culture and will be building on the results of this.

In the MDL division a HR KPI dashboard is being developed to track demographic, absence and attrition data. This information will be used for continuous improvement of our inclusive practices and policies.

The headline numbers

- On average, men earn more (0.2%) than women at Macmillan and the median pay for women is higher than for men (-23%)
- The proportion of men receiving bonuses at Macmillan is higher than women: 91% of men and 83% of women receive a bonus
- The average bonus earnings for men are higher than for women (53%)
- The median bonus earnings are higher for women (-133%)
- 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 snapshot of data on 5th April 2021. 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, maternity pay, sick pay, unpaid leave – who are excluded by the government reporting structure. We have included 96.5% of our employees in the analysis.

Proportion of Women and Men working at Macmillan Publishers International Ltd

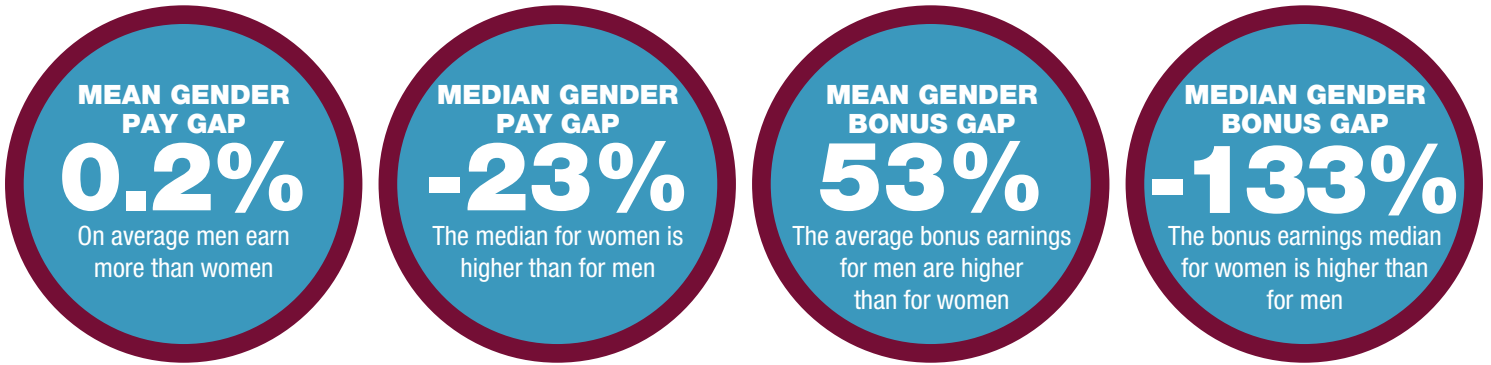
36% men

64% 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 5th April 2021 and our bonus gap paid in the 12 months prior to 5th April 2021.



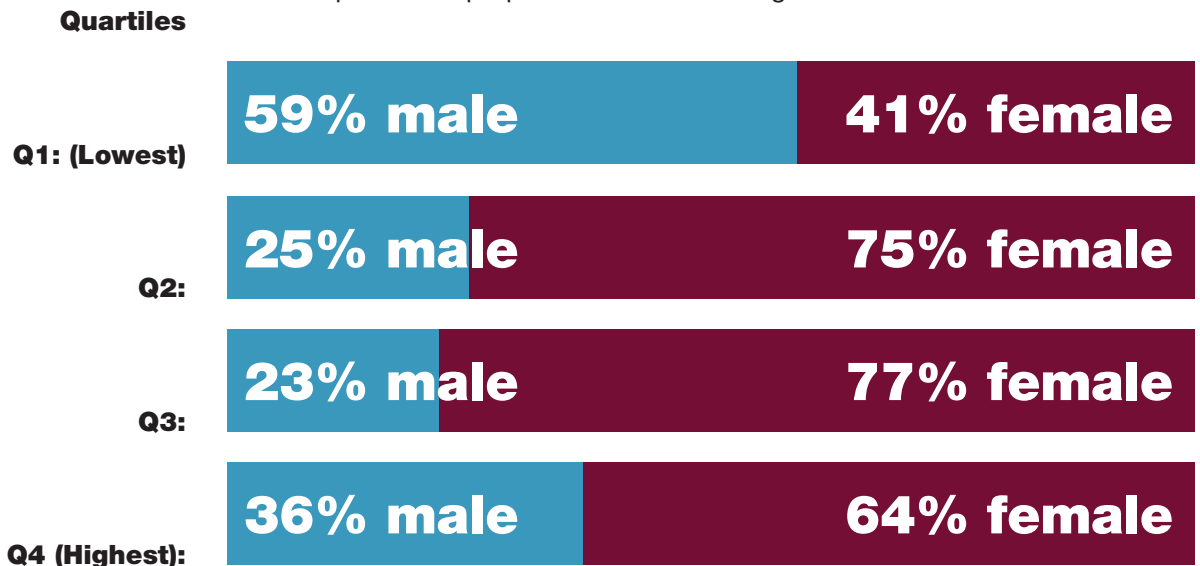
The proportion of men and women at Macmillan receiving bonus payments

91% of men and 83% 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 0.2% in favour of men.

This snapshot of data shows that we still have more women (64%) working for us than men (36%). 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 mainly because our most senior leaders are all males.

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
Group 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 over 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)

Guy Browning
Managing Director at Macmillan Distribution (MDL)