

GENDER PAY GAP REPORT 2020



GENDER PAY GAP 2020

This is the first time BCD Meetings & Events has reported our Gender Pay Gap.

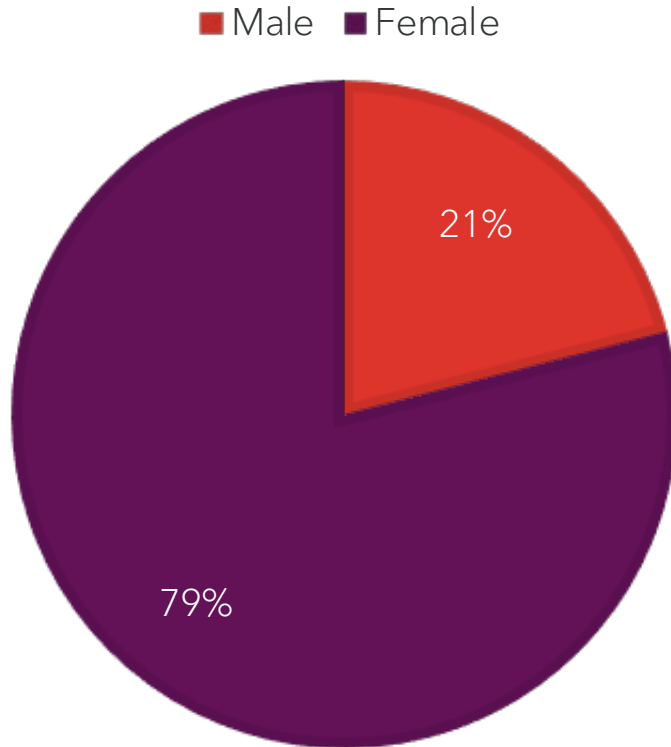
In 2020, due to the COVID-19 pandemic and its effect on the Meetings & Events sector, many of our people participated in multiple voluntary initiatives to reduce the costs impact to our business.

Our commitment to closing the gap

BCD Meetings & Events aims to be the world's most trusted meetings & events agency. We are firmly committed to fairness and equality in our working practices to encourage and enable all of our people to develop to their fullest potential. With women accounting for almost two thirds of our UK SLT, we are focused on ensuring that all our people are equally valued and rewarded.

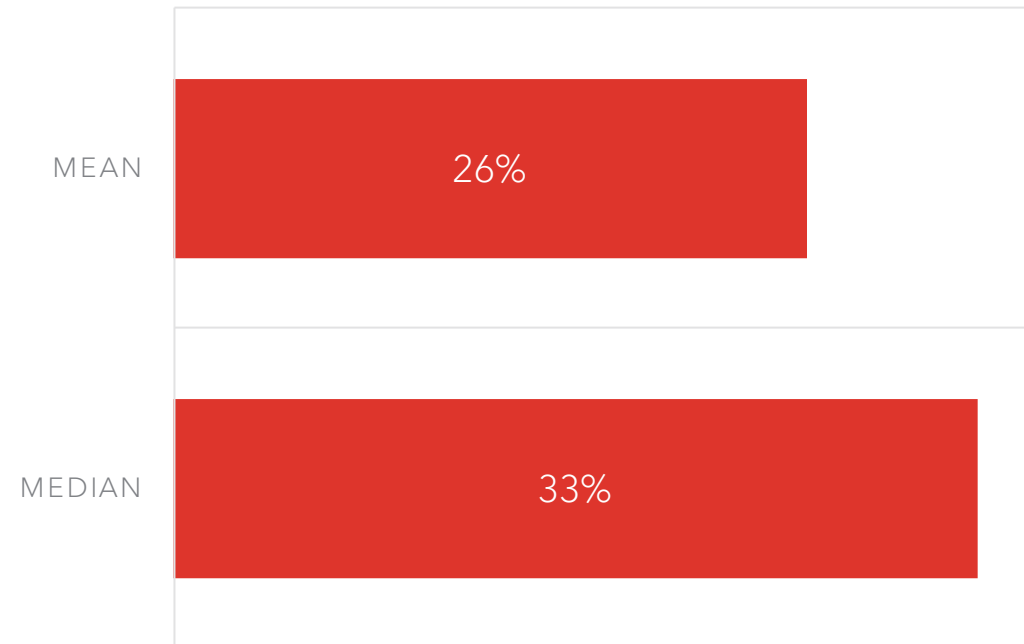
Gender pay gap

BCD M&E (UK) employees



Pay gap difference

Between male and female UK employees



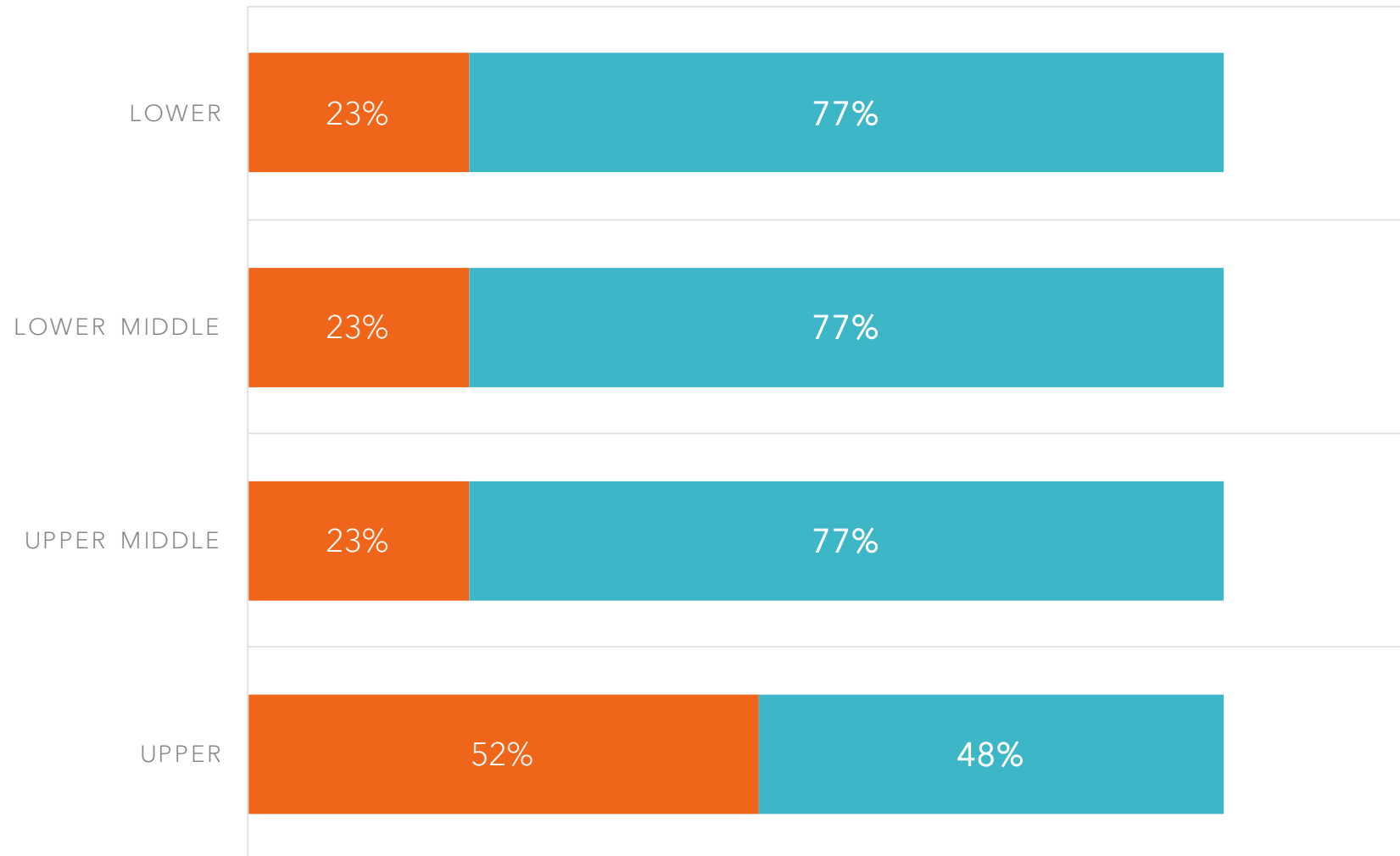
The **mean** gender pay gap is the difference between the **average** hourly earnings of men and women. The **median** pay gap is the difference between the **midpoints** in the ranges of hourly earnings of men and women.

Employees not in scope were those not in receipt of normal pay in the period. The snapshot period fell during the COVID-19 pandemic and all furloughed employees were excluded. As part of the pandemic cost saving measures, BCD M&E operated a voluntary unpaid leave programme resulting in participating employees also being excluded, as well as employees on maternity leave and those who joined or left part way through the month.

Proportion of male and female UK employees

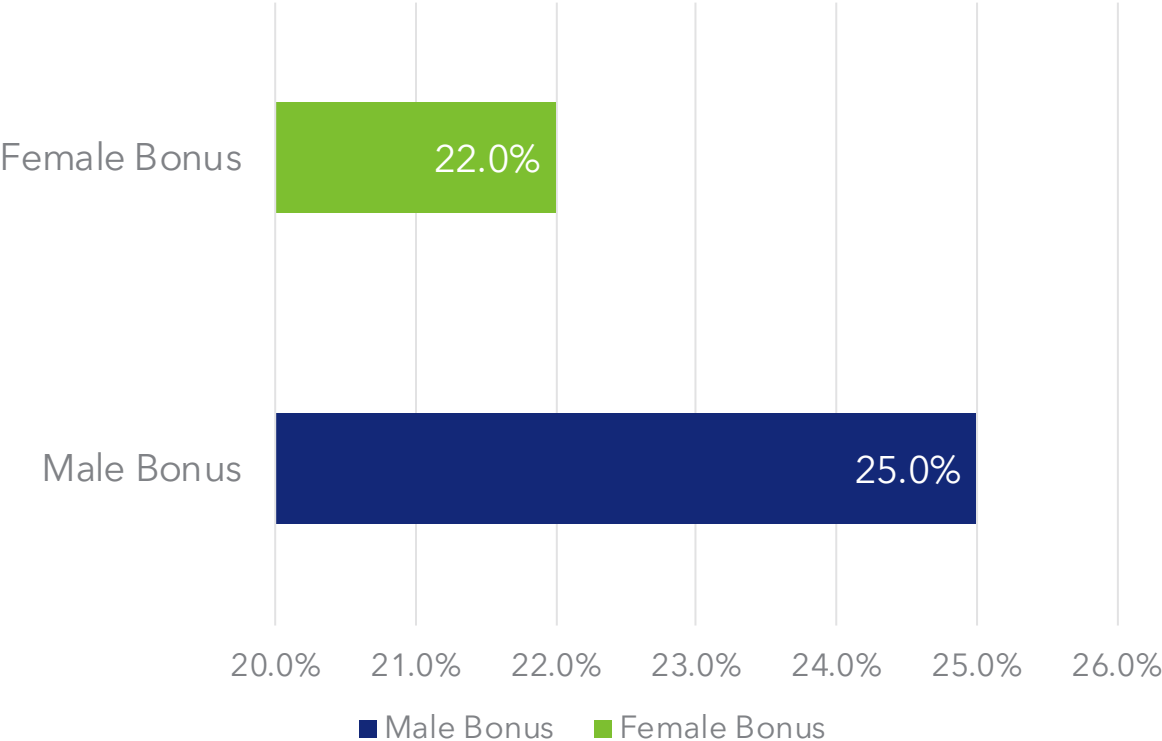
According to quartile pay bands

MALE FEMALE



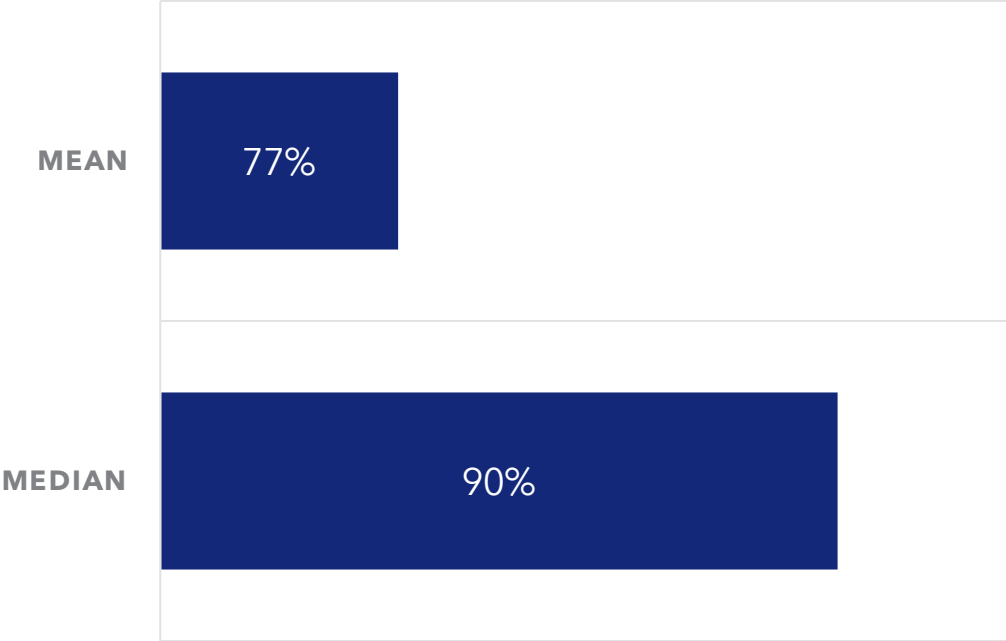
Bonus data

Employees receiving bonus pay



Bonus value difference

Between male and female UK employees



Percentage of males or females receiving a bonus.

Bonus data relates to payments made from April 2019 to March 2020.

Pay elements included bonus, commission, recognition and other performance incentives.

Declaration

We confirm that the information and data reported is accurate as of the snapshot date of 5 April 2020.

In accordance with the Regulations, we have signed a written statement to confirm this published information is accurate.



Helen McCabe
Managing Director, UK



Alison Tobe
Director, People & Culture, UK