

GENDER PAY GAP REPORT 2022



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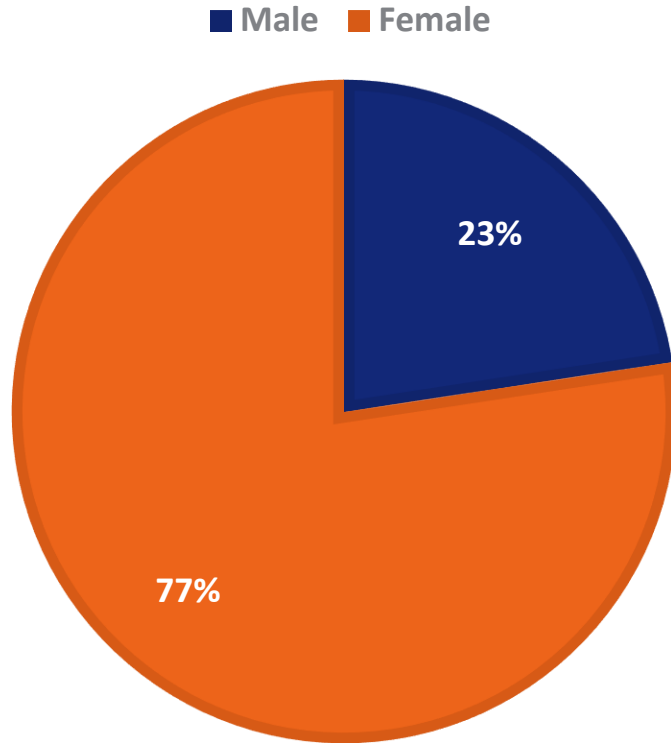
This is the third year BCD Meetings & Events has reported our Gender Pay Gap. Whilst in April 2021, we had many people on work time reduction programmes, we are pleased that by April 2022, our business was recovering at a pace and this has been reflected in the 2022 report.

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 two thirds of our UK SLT, we are focused on ensuring that all our people are equally valued and rewarded.

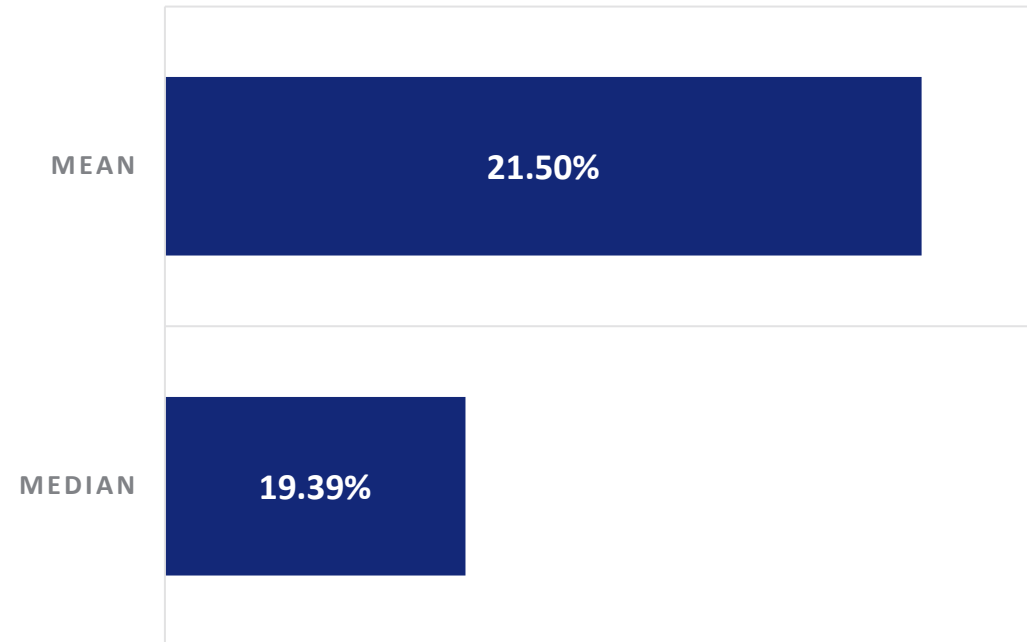
Gender Pay Gap

BCD M&E (UK) Employees *



Pay gap difference **

Between male and female UK employees



- Our headcount at the snapshot date of 5th April 2022 was

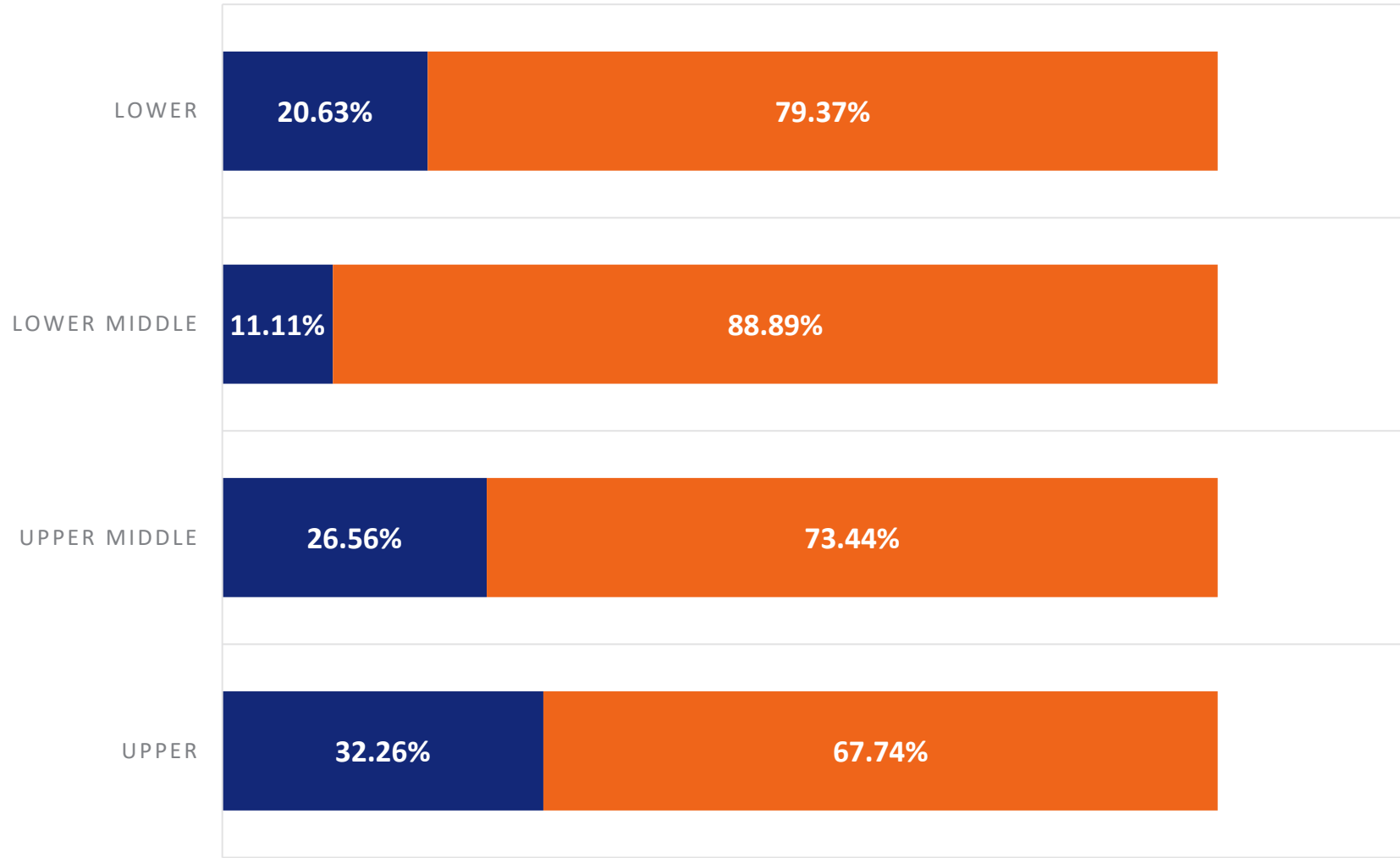
** Pay Gap Difference

- 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, such as employees on maternity leave and those who joined or left part way through the month.

Proportion of male and female UK employees

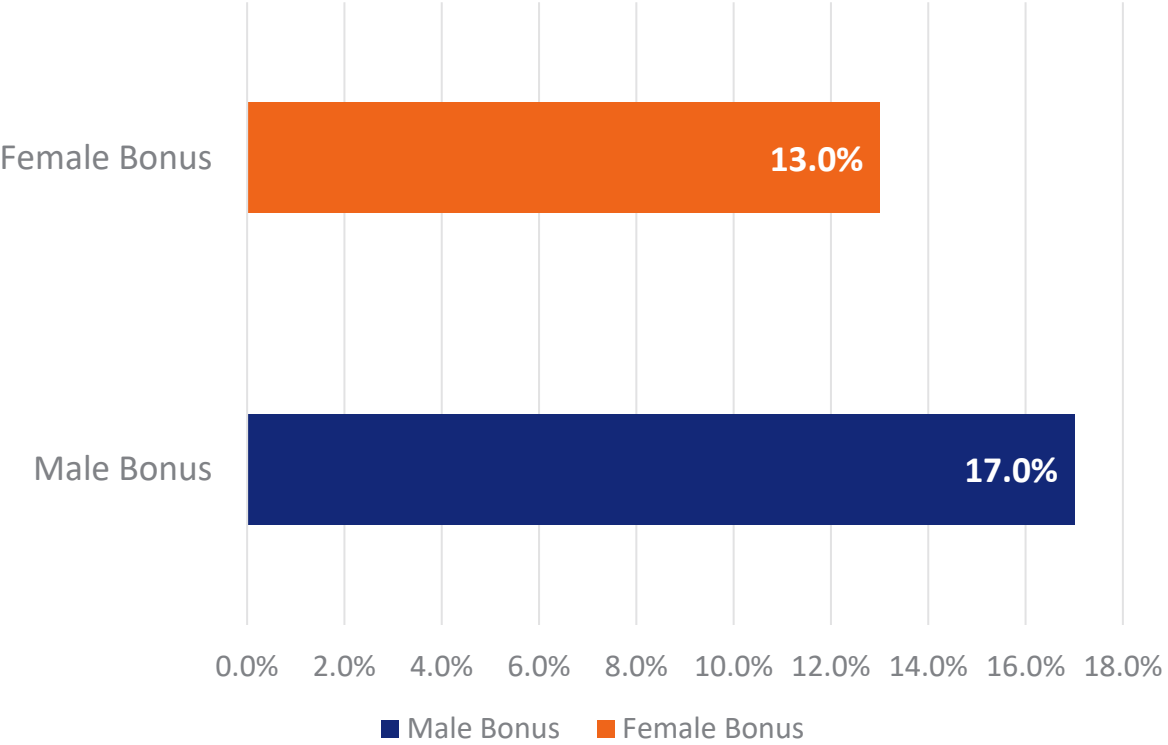
According to quartile pay bands

■ MALE ■ FEMALE



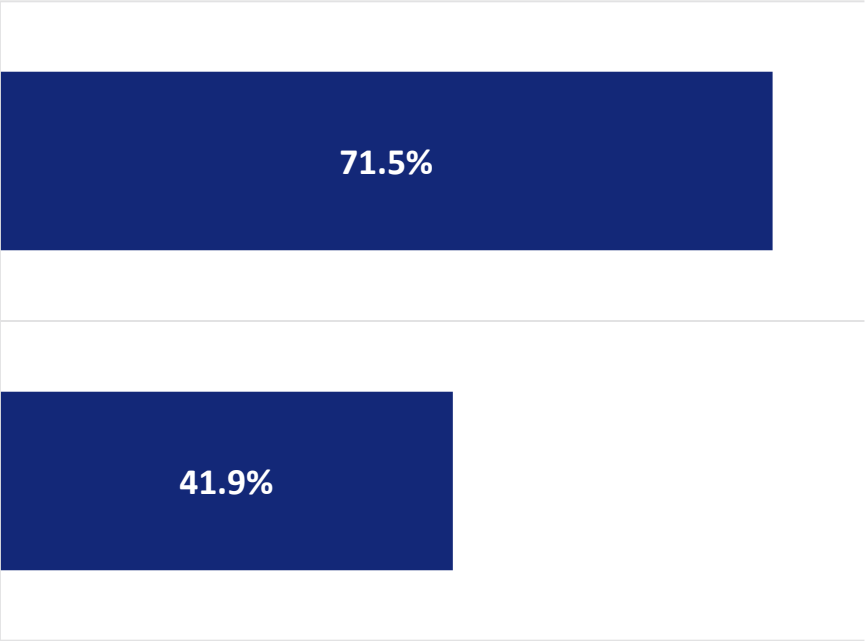
Bonus Data

Employees receiving bonus pay ^



Bonus value difference ^

Between male and female UK employees



^ Bonus Data

- Percentage of males or females receiving a bonus
- Bonus data relates to payments made from April 2021 to March 2022
- 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 2022. 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