

# UK Colleagues and Pay Report 2019



# The Heart of Informa

Informa is proudly a people business.

We provide knowledge-based products and services to specialist customers all over the world, based on the skills, energy and contribution of 11,000 colleagues.

Across the business, our colleagues create, curate and deliver specialist content and data, produce and operate large-scale events, undertake marketing and sales activities, support and develop digital products and platforms, provide consultancy services, and much more.

Informa has teams based in over 30 countries and our three largest populations are located in the US, the UK and China. 59% of colleagues are women and 41% are men.

What unites all our colleagues is a shared purpose – **to champion our**

**specialist customers by helping them to learn more, know more and do more** – as well as the common approach we take to creating a great place to work and supporting colleagues in their roles and workplaces, no matter where they are based.

The Group invests in colleagues and in a culture that is dynamic and enables everyone to be heard and participate fully. This includes providing professional and personal development opportunities, ensuring there are many ways to provide feedback and share views and experiences with others, creating networking and engagement forums and supporting colleagues through rewards, benefits and consistent policies and processes.

Later in this report are examples of some of the ways Informa seeks to attract great talent, recognise and support colleagues and enable teams to participate fully in the life of the company.



We have  
11,000 colleagues  
in over 30  
countries

# Preparing UK colleague pay data

Companies employing more than 250 people in the UK are required to report what their female and male colleagues are paid, on average, and to compare those figures to produce an analysis of UK gender pay.

Gender pay does not measure equal pay, which relates to paying women and men the same for doing the same or equivalent work.

## What we report

Informa has three legal entities of over 250 colleagues: Informa UK PLC, IIR LTD and UBM LTD.

Data for each is reported, as well as a total figure for Informa PLC (UK) that includes these entities plus several other entities that employ fewer than 250 colleagues.

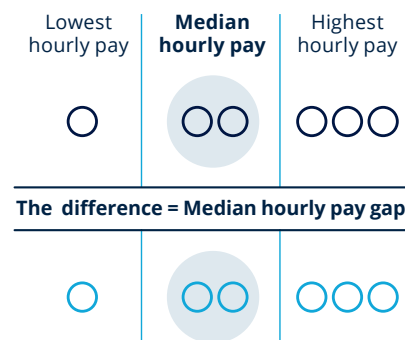
For further analysis, we show data according to our divisional structure. As at April 2019 Informa had five operating divisions – Informa Connect, Informa Intelligence, Informa Markets, Informa Tech and Taylor & Francis – and a sixth Global Support business.

Informa acquired the UBM business in June 2018. This means that since our April 2018 report, our UK population has increased by over 500 people. During this period, we created a new division, Informa Tech, from existing businesses, which has also changed the composition of Informa Connect and Informa Intelligence. Several of our businesses rebranded and appear under new names in this report.

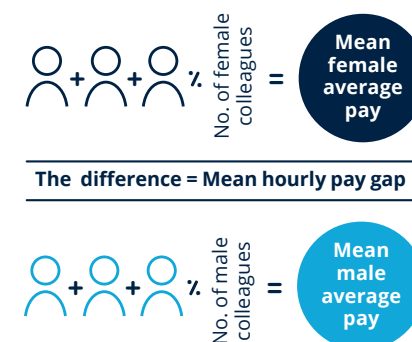
## Detail behind the numbers

- All calculations are based on colleagues on Informa's UK payroll as at 5 April 2019, the official snapshot date for UK businesses.
- Pay data is based on colleagues who received their usual full pay in the April 2019 payroll. It includes basic pay received in that payroll, plus any bonus or commission paid in April 2019 and applicable for that month, converted into an overall hourly rate of pay.
- Data is divided into four equal segments or quartiles, where the upper quartile represents higher paid roles and the lower quartile represents lower paid roles.
- Bonus data is based on the proportion of colleagues who were awarded and paid a bonus, commission or other type of profit or equity share in the 12 months to 5 April 2019, calculated based on the total bonus paid over the 12 month period.
- Pay and bonus gaps are differences between the female and male median or mean, expressed as a percentage. A positive percentage means that overall male average pay is higher, and vice versa.

### The median difference



### The mean difference



# Understanding 2019 UK colleague pay

In April 2019, Informa had nearly 3,400 colleagues based in the UK, of whom 57% were women and 43% men.

This reflected around 30% of our total colleague base, and an increase of around 500 UK colleagues since 2018.

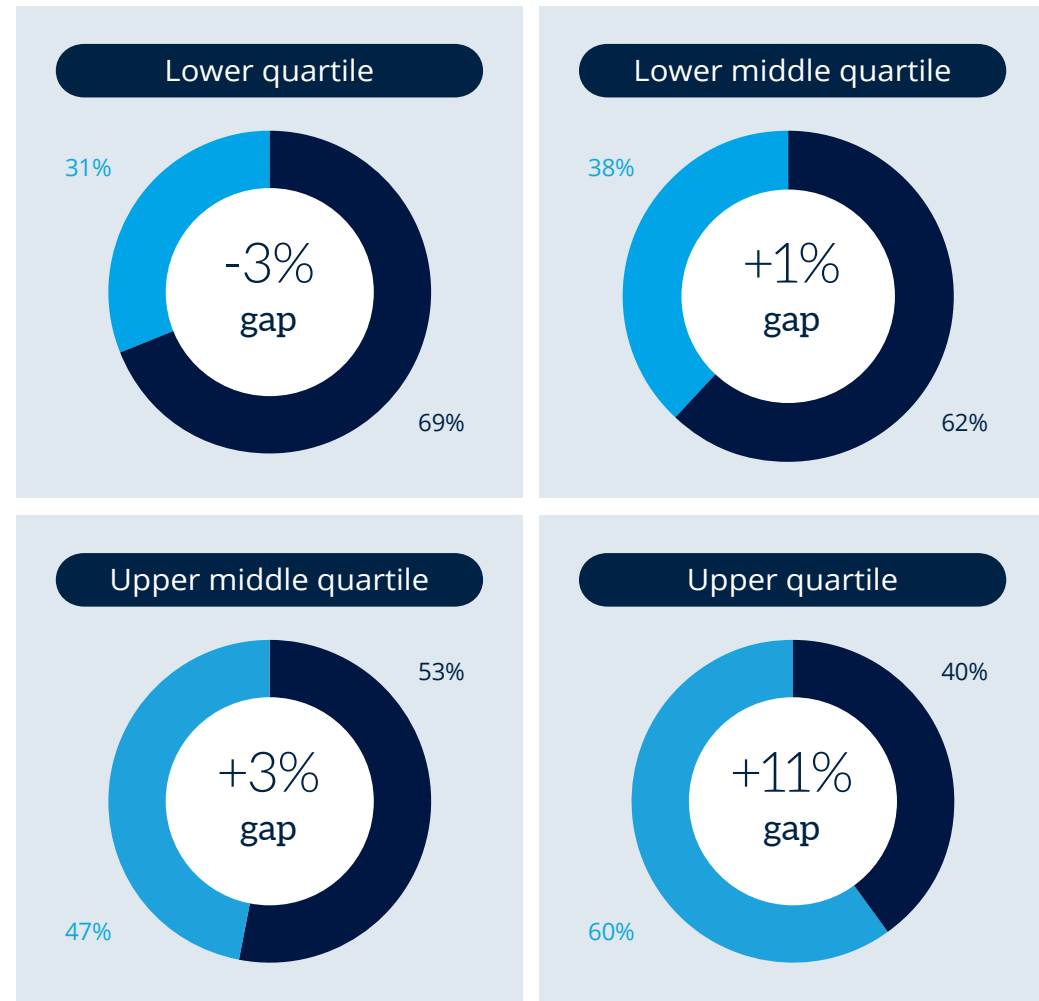
Analysing hourly pay by quartiles, the Group's median gender pay gap ranges between -3% and +3% in the lower, lower middle and upper middle quartiles. In the upper quartile, Informa has a median gender pay gap of just under 11%, reflecting higher salaries and the lower level of female representation in this quartile.

This contributes to an overall UK median gender pay gap of 22.3%, compared with a UK national average of 17.3%. The Group's 2018 gap based on combined Informa and UBM data stood at 22.7%.

Our recruitment, development and appraisal processes are designed to ensure fairness and avoid bias on the grounds of gender and other characteristics. There continues to be no evidence that female and male colleagues are paid differently for doing similar roles.

The Group has historically had greater numbers of men in senior roles that attract higher basic pay and bonuses. After a year of change, growth and reorganisation, there have been some changes in the Group's overall median pay and bonus gap, and in female representation in the upper pay quartile.

A range of recruitment, support and engagement activities are underway, designed to help attract and retain more women in senior roles, which over time will serve to close the gender pay and bonus gap.



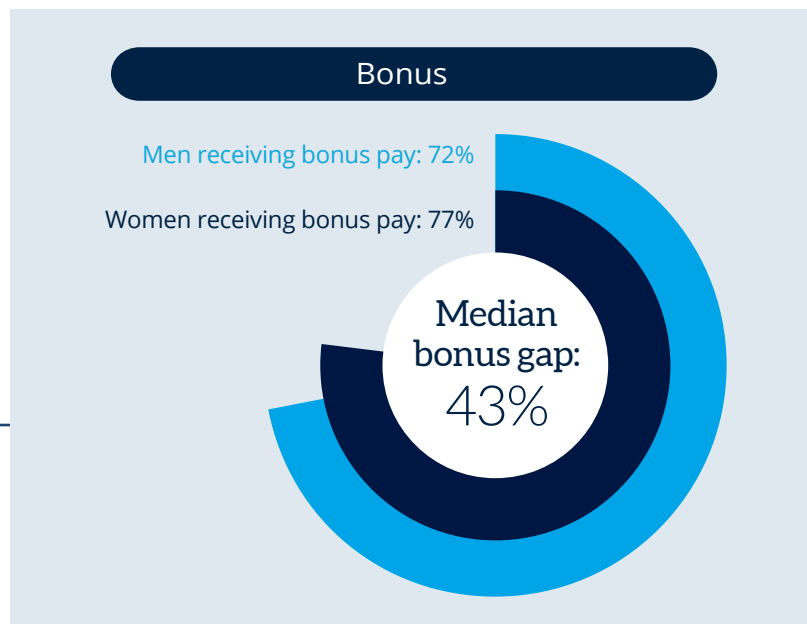
Key: ● Women ● Men

# Bonus pay

Some colleagues participate in bonus schemes, which provide performance-based payments over and above salary.

During this period, there was a small decrease in the overall proportion of women and men receiving bonuses. This was largely driven by trends in one division, where overall business performance was good but just below targets, which reduced the number of colleagues overall receiving performance-based payments.

The historically higher level of male representation in roles that attract higher variable payments, in this division and more broadly in the business, led to a median bonus gap of 43% (2018: 37%).



Key: ● Men ● Women



# Combination, creation and culture

The heart of Informa is undoubtedly the colleagues within our business, and the unique contribution each individual makes at work every day.

One of the great privileges of my role is the chance to spend time with colleagues across the company in different locations, working in different roles and serving customers in various specialist markets.

Making the most of the considerable talent we have at Informa remains a priority for the Group, and we pride ourselves on encouraging participation, discussion and engagement, and creating the conditions for each colleague to feel comfortable being themselves at work.

This creates a stimulating and, I hope, an enjoyable working environment, and it is through understanding the views of all colleagues that we can best direct our efforts when it comes to investing in talent and culture.

The period covered by this report was one of change, combination and creation, and this can be seen in the data.

We added 3,500 colleagues to Informa from the UBM business, over 500 of whom are in the UK, creating a larger and more international company with more talent and capabilities. We also created a new division focused on the technology market, comprising teams that previously worked within separate areas of the company.

The data therefore reflects some change in the Group's UK population and illustrates some change in the Group's UK median gender pay gap and bonus gap, which are based on the historical difference between female and male representation at different role and pay levels.

Our efforts to attract a range of talent, support all colleagues at work and provide opportunities to participate continue, and we remain focused

on monitoring progress in the areas we believe will best create a greater balance in representation.

This report highlights some of the latest activities underway to connect and support all colleagues, and I am particularly proud of the work to refresh and relaunch our business purpose and guiding principles as an enlarged Group in 2019.

One of the Group's updated principles is Success is a Partnership, which explicitly puts combining skills and talents, joining forces and embracing ideas wherever they come from, at the centre of our way of working.

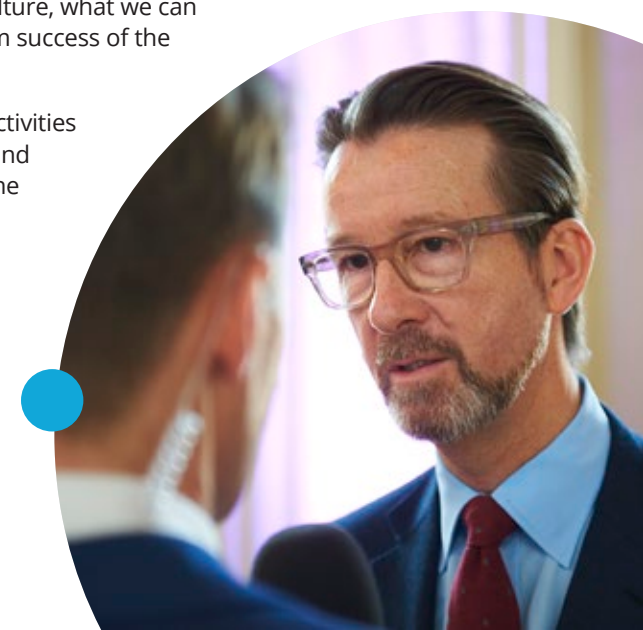
As an international business, we take a broad perspective and a global approach to diversity. I remain a member of the 30% Club, an international organisation that works to increase the representation of women and the diversity of talent at all levels.

The Board and management team recognise the value that difference and diversity can bring, and the benefits of maintaining a breadth of skills and experiences, in terms of our day to day working culture, what we can deliver to customers and the sustainable, long-term success of the business.

As such, we will continue to focus on making our activities and efforts ever more widespread and impactful, and I look forward to updating further on progress in the future.



Stephen A. Carter  
Group Chief Executive



# Attracting great talent

Informa sets out to attract and retain a diverse range of skilled colleagues through fair, inclusive and robust recruitment practices, and by widely promoting the business as a welcoming and rewarding place to work.

As a result of the company's recent growth, the size and expertise of our recruitment community has expanded. We continue to deepen our understanding of the factors that influence diversity in recruitment and seek to apply the latest thinking and practices to our business.

Gender-diverse shortlists are used for senior hires, including those at a Board level. Our external recruitment partners are expected to support the same principles regarding diversity and inclusion in talent attraction as we do and to follow the Group's Business Partner Code of Conduct.

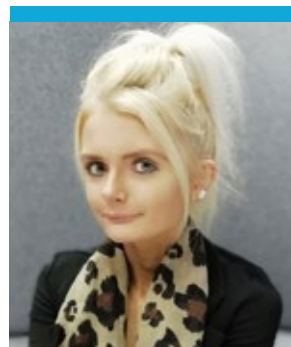
In the UK, Informa runs a number of schemes that are designed to attract a range of talent to the business from entry level onwards. This includes the Group Graduate Fellowship Scheme, which is now in its sixth year and several Apprenticeship Schemes, the newest of which is a publishing Apprenticeship Scheme run by our Taylor & Francis business based near Oxford.

In 2019, several members of the Graduate Fellowship and Apprenticeship schemes had the chance to present at the annual Informa leadership conference, where they shared their experience of joining the company and their recommendations for fostering better connections in the workplace with around 150 senior managers.

Attract

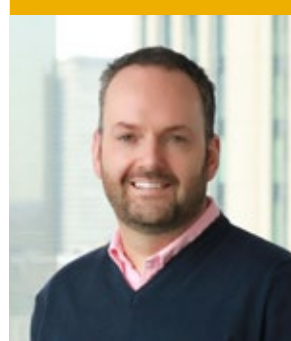
Support

Engage



"We recently welcomed our first cohort of apprentices at Milton Park. The scheme is designed to champion diversity, provide training opportunities for a wide range of people and create leaders of the future. Our eight apprentices are formally studying as well as learning on the job and receiving support and guidance from designated mentors and through meeting leaders like our CEO. The scheme also helps to professionally develop our existing colleagues and support them in gaining accredited qualifications in things such as management and continuous improvement."

**Charlotte Wise, Apprenticeship Co-ordinator, Taylor & Francis**



"I spend a lot of time working with teams in areas like IT on how to ensure they can select from a mix of talent when they are recruiting. As a recruitment community, one of the areas we've learnt more about recently is neurodiversity, and how to attract and best support those with different ways of thinking and interpreting information."

**Damian Hart, Global Head of Recruitment, Global Support**



"My role involves providing support to the Informa PLC Board and its activities. One of the significant tasks the Board undertook in 2019 was to appoint a new non-executive director. The process the Board follows in these matters is rigorous and structured, and an external consultancy helped create a diverse shortlist. The Board appointed Gill Whitehead and I was involved in organising an onboarding programme to introduce her fully to the company"

**Heledd Hanscomb, Deputy Company Secretary, Global Support**

# Supporting colleagues at work

Throughout the Group, we invest in providing the support and opportunities colleagues need to succeed in their roles, develop their careers and enjoy their time in the business.

Formal learning and development are important to many colleagues in the UK and across the world. Training happens in different ways by team and division, with a mixture of bespoke programmes, on-demand courses through partners including LinkedIn Learning and in person and digital learning.

To help colleagues work in a way that best balances career and other commitments, many roles offer flexible working and there are processes for applying for special leaves of absence. Our technology infrastructure also allows colleagues to work from different locations easily and in a secure way.

Following the addition of new businesses in 2018 and the creation of a larger, combined Informa Group in 2019, colleague benefits were reviewed and improvements have been introduced for 2020, including an additional day off for colleagues' birthdays and a greater allowance for volunteering with community organisations.



"I was selected for the divisional Rising Talent programme, which is based on leadership potential. The highlight of the kick off event was presenting business ideas to senior leadership – it's amazing how many fantastic ideas there were and how much difference we could make. We're being supported throughout the year with mentoring, personal development plans and via an online community too. It has really created a sense of a community for the group, despite our different geographic locations and roles"

**Senaria Karim, Relationship Director, Informa Intelligence**



"We've done a lot of work to review benefits and paid time off provisions. Our initial focus has been on the US and UK because it's where we have our largest populations. We have used Informa's increased scale to create a sustainable level of benefits and improve colleagues' experience."

**David Lawrence, Head of Rewards, Global Support**



"As part of combining UBM into Informa, I had the chance to work on the review and refresh of the company's purpose and principles. As we gathered feedback from interviews, focus groups and surveys, it was encouraging to see universal themes emerging. From teams running a farming show in Iowa to Pharma analysts in Japan, thinking big, acting small and earning trust were repeatedly mentioned. It was then a case of putting it in writing and helping colleagues use it to make the right decisions for our business. It's been exciting to watch it take root!"

**Charlotte Robbins, Commercial Manager, Informa Tech**

Attract

Support

Engage



# Engaging and inspiring our teams

Informa's culture is based on ensuring colleagues feel informed, connected and able to participate and contribute to worklife, no matter who they are and where they are based.

Colleague engagement takes place through company-wide campaigns, dedicated networks and forums, and opportunities at an individual level.

Across the company, we celebrate major days including International Women's Day, Pride Month and cultural festivals, to raise awareness and encourage a culture that respects and values a range of experience. All colleagues have the chance to input into company life through the Inside Informa: Have your Say conversation, in which 65% of the company participated in 2019.

AllInforma, the company's diversity and inclusion initiative, is a core part of creating a supportive environment. AllInforma Balance focuses on gender balance and includes a popular intranet interview series where female leaders share their experiences. 2019 also saw the launch of AllInforma Rainbow, a network that supports LGBTQIA+ colleagues and allies and raises awareness of related issues.

Informa's social intranet, Portal, continues to enable colleagues to blog about their personal and professional interests, join discussions and connect with others.



"I'm passionate about helping the business succeed. That's why being a member of Informa Markets' Colleague Advisory Board is exciting. It means I get to play a part in shaping our development. So far, it's been a great opportunity to understand the business better and connect with colleagues around the world."

**Heloisa Perrella, Institutional Marketing Coordinator, Informa Markets**



"AllInforma Rainbow was very much created by colleagues for colleagues. We've shared personal stories and marked awareness days, created informational materials, held social events and training sessions and got involved in our local communities. Our blog on gender pronouns and the value in stating them in email signatures was a huge hit internally, and our glossary of LGBTQIA+ terms has been really well read."

**Maxwell Healey, Operating Plan Project Manager, Taylor & Francis and Founder, AllInforma Rainbow**



"I'm proud to work for a company that actively strives to incorporate diversity and inclusion into our commercial activities. As part of the AllInforma series, I've shared with colleagues how we use social media to source more diverse contributors to our content. Our external blogs on diversity and inclusion in sectors such as Maritime & Energy, Life Sciences and our LeadersIn site have also been really popular, attracting readers and showing our commitment to the markets we serve."

**Leah Kinthaert, Digital Lead, Informa Connect**

Attract

Support

Engage

# Informa UK colleague data by division

2019's data by division reflects a number of changes to Informa's business structure and scale. Informa Markets' UK population has significantly increased following the addition of businesses from UBM. In January 2019 we created a fifth operating division, Informa Tech, from teams that were previously part of Informa Intelligence and Informa Connect, which has changed population data for these divisions also.

		Informa Connect		Informa Intelligence		Informa Markets		Informa Tech		Taylor & Francis		Global Support	
		2019	2018	2019	2018	2019	2018	2019	2018	2019	2018	2019	2018
Number of colleagues	<b>F</b>	261	314	292	271	205	54	111	-	713	696	350	266
	<b>M</b>	178	225	407	472	167	42	134	-	337	340	242	189
Colleagues in upper quartile	<b>F</b>	50.5%	49.2%	29.1%	24.0%	25.9%	27.3%	27.1%	-	54.7%	53.9%	42.7%	41.7%
	<b>M</b>	49.5%	50.8%	70.9%	76.0%	74.1%	72.7%	72.9%	-	45.3%	46.1%	57.3%	58.3%
Colleagues in upper middle quartile	<b>F</b>	58.7%	54.8%	42.4%	31.7%	48.8%	56.5%	39.7%	-	66.7%	67.8%	58.5%	56.5%
	<b>M</b>	41.3%	45.2%	57.6%	68.3%	51.2%	43.5%	60.3%	-	33.3%	32.2%	41.5%	43.5%
Colleagues in lower middle quartile	<b>F</b>	62.5%	64.6%	38.8%	42.8%	62.8%	60.9%	43.1%	-	71.8%	68.3%	64.8%	62.0%
	<b>M</b>	37.5%	35.4%	61.2%	57.2%	37.2%	39.1%	56.9%	-	28.2%	31.7%	35.2%	38.0%
Colleagues in lower quartile	<b>F</b>	63.5%	59.5%	50.9%	43.6%	75.6%	82.6%	66.1%	-	76.1%	74.3%	65.5%	67.6%
	<b>M</b>	36.5%	40.5%	49.1%	56.4%	24.4%	17.4%	33.9%	-	23.9%	25.7%	34.5%	32.4%
<b>Median pay gap</b>		<b>11.4%</b>	<b>13.7%</b>	<b>14.0%</b>	<b>16.0%</b>	<b>29.7%</b>	<b>28.4%</b>	<b>26.8%</b>	<b>-</b>	<b>10.8%</b>	<b>8.6%</b>	<b>33.5%</b>	<b>26.5%</b>
<b>Mean pay gap</b>		<b>19.4%</b>	<b>18.2%</b>	<b>16.2%</b>	<b>15.8%</b>	<b>34.9%</b>	<b>34.4%</b>	<b>22.1%</b>	<b>-</b>	<b>17.2%</b>	<b>19.5%</b>	<b>45.2%</b>	<b>51.5%</b>
Proportion of colleagues receiving bonus	<b>F</b>	83.5%	81.8%	40.8%	85.2%	58.0%	74.1%	66.7%	-	95.9%	95.8%	79.1%	89.1%
	<b>M</b>	82.0%	79.6%	48.2%	85.0%	67.1%	64.3%	66.4%	-	95.5%	95.9%	77.3%	84.1%
<b>Median bonus gap</b>		<b>7.6%</b>	<b>37.1%</b>	<b>70.5%</b>	<b>30.6%</b>	<b>47.8%</b>	<b>58.7%</b>	<b>7.5%</b>	<b>-</b>	<b>65.2%</b>	<b>55.3%</b>	<b>37.0%</b>	<b>23.3%</b>
<b>Mean bonus gap</b>		<b>46.2%</b>	<b>40.4%</b>	<b>59.3%</b>	<b>46.4%</b>	<b>63.0%</b>	<b>72.0%</b>	<b>22.0%</b>	<b>-</b>	<b>37.6%</b>	<b>41.9%</b>	<b>71.8%</b>	<b>85.4%</b>

# Informa UK colleague data by company entity

The Group has three UK company entities that employ over 250 colleagues: Informa UK LTD, IIR LTD and UBM LTD. Informa PLC (UK) is the total of all colleagues employed in the UK by the Group. The 2018 total has been updated to incorporate UBM businesses added in June 2018, to create a more reflective year on year comparison.

		Informa UK LTD		IIR LTD		UBM LTD		Informa PLC (UK)	
		2019	2018	2019	2018	2019	2018	2019	2018
Number of colleagues	F	1,305	1,283	285	280	214	230	1932	1969
	M	946	994	204	184	165	184	1465	1573
Colleagues in upper quartile	F	41.0%	37.7%	42.2%	46.8%	41.9%	38.0%	40.0%	38.6%
	M	59.0%	62.3%	57.8%	53.2%	58.1%	62.0%	60.0%	61.4%
Colleagues in upper middle quartile	F	53.5%	53.0%	60.7%	59.6%	45.3%	50.0%	53.0%	52.6%
	M	46.5%	47.0%	39.3%	40.4%	54.7%	50.0%	47.0%	47.4%
Colleagues in lower middle quartile	F	63.1%	61.1%	63.2%	66.1%	74.4%	66.0%	62.0%	59.4%
	M	36.9%	38.9%	36.8%	33.9%	25.6%	34.0%	38.0%	40.6%
Colleagues in lower quartile	F	70.5%	68.2%	65.8%	67.9%	57.0%	68.0%	68.7%	67.9%
	M	29.5%	31.8%	34.2%	32.1%	43.0%	32.0%	31.3%	32.1%
<b>Median pay gap</b>		<b>21.3%</b>	<b>21.1%</b>	<b>14.1%</b>	<b>15.6%</b>	<b>25.2%</b>	<b>22.9%</b>	<b>22.3%</b>	<b>22.7%</b>
<b>Mean pay gap</b>		<b>30.2%</b>	<b>31.0%</b>	<b>20.9%</b>	<b>22.8%</b>	<b>25.8%</b>	<b>24.7%</b>	<b>28.7%</b>	<b>28.7%</b>
Proportion of colleagues receiving bonus	F	81.1%	92.5%	85.6%	81.1%	55.6%	68.3%	77.2%	84.0%
	M	72.3%	90.7%	82.4%	79.3%	60.0%	80.4%	71.8%	82.1%
<b>Median bonus gap</b>		<b>40.8%</b>	<b>43.8%</b>	<b>17.0%</b>	<b>42.7%</b>	<b>48.8%</b>	<b>42.7%</b>	<b>43.1%</b>	<b>38.4%</b>
<b>Mean bonus gap</b>		<b>65.2%</b>	<b>67.3%</b>	<b>44.9%</b>	<b>40.5%</b>	<b>48.7%</b>	<b>30.0%</b>	<b>60.0%</b>	<b>57.5%</b>

I confirm the data in this report is accurate.



Eleanor Phillips,  
Group HR Director