

Gender Pay Gap Report



February 2020



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Publishers International



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A snapshot of 2019

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.

We strive to ensure that candidates are considered for roles without any discrimination and where roles are comparable for both genders, we benchmark salaries and bonuses are offered and paid fairly, regardless of gender. In the last year we have reviewed the HMRC evidence-based guidelines to improve gender quality and benchmarked ourselves against these. We are working towards their recommendations for best practise.

The headline numbers

- On average, women earn more (-7%) than men at Macmillan and the median pay for women is also higher than for men (-36%)
- The proportion of women receiving bonuses at Macmillan is higher than men: 68% of women and 30% of men receive a bonus
- The average bonus earnings for men are higher than for women (74%)
- The median bonus earnings is also higher for men (50%)
- Overall, Macmillan employs more women than men – we employ 63% women and 37% 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 2019. At that time MPIL employed 613 employees across all 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.

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

37% men

63% women

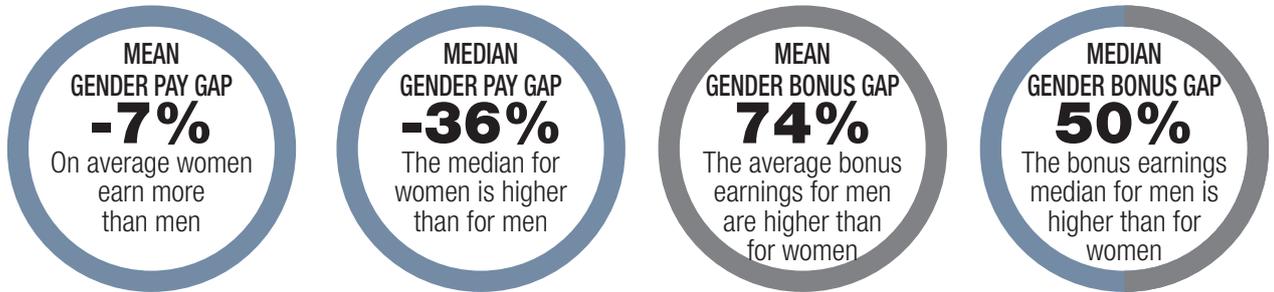




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Our Gender Pay Information

Below shows our mean and median hourly gender pay gap and mean and median bonus gap as of the snapshot date of 5 April 2019 and our bonus gap paid in the 12 months prior to 5 April 2019.



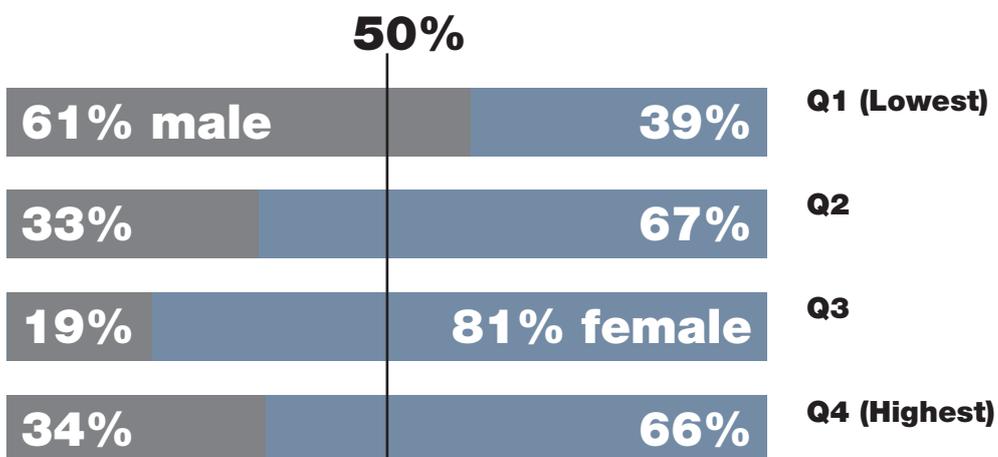
The proportion of men and women at Macmillan receiving bonus payments

30% of men and 68% 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 show us that MPIL's gender pay gap is lower than the national UK average. In MPIL the mean gender pay gap is -7% in favour of women.

This snapshot of data shows that we have more women (63%) working for us than men (37%). 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.

The median figure shows the midpoint of all bonuses – last year this was at 0% because the median fell between two employees that were receiving a regular company bonus; this year it's fallen between a regular company bonus member (female) and an employee who had an additional discretionary bonus (male).

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 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
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 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)

Simon Cramond
SVP Finance at Macmillan Publishing International

