

COLLEAGUES AND PAY AT INFORMA

Informa is proudly a people business. The ideas, energy and contribution of colleagues across the world create the editorial content, original research, intelligence, events and exhibitions that our customers demand.

Informa is an international group with around 7,500 colleagues in over 20 countries, over a third of whom are based in the UK. We maintain and promote an open and supportive environment in which colleagues can use their energy and ambition to make a difference at work and within the community.

As part of this, we constantly look to improve our approach and processes around how we attract and support talent, to meet best practice and comply with legislation.

In recent years, we have updated our practices to ensure we:

- **Attract** a diverse range of colleagues, through fair, inclusive and robust recruitment practices. We value difference and diversity of talent in all forms, including gender;
- **Maintain** a working environment that is welcoming and stimulating with low hierarchy, where all colleagues can enjoy freedom and flexible work patterns, and have opportunities to participate and exchange ideas;
- **Invest** in colleagues through flexible and competitive benefits, training and development programmes, improvements to the physical working environment and the technology used.

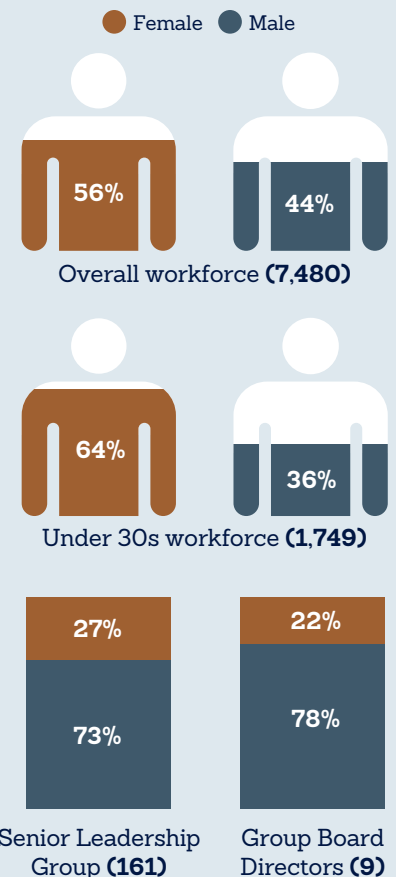


// Informa is an international UK-listed Group with over 90% of Group revenue generated outside the UK //

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Across the Group and internationally, the numbers of female and male colleagues are broadly balanced, with some difference amongst younger colleagues where there are more women, and at senior levels where the proportion of men is higher. Our **Talent Action Plan** aims to support the careers of all colleagues and ensure that hiring, promotion and development decisions are fair and free from bias.

GROUP COLLEAGUE PROFILE



UK GENDER PAY ANALYSIS

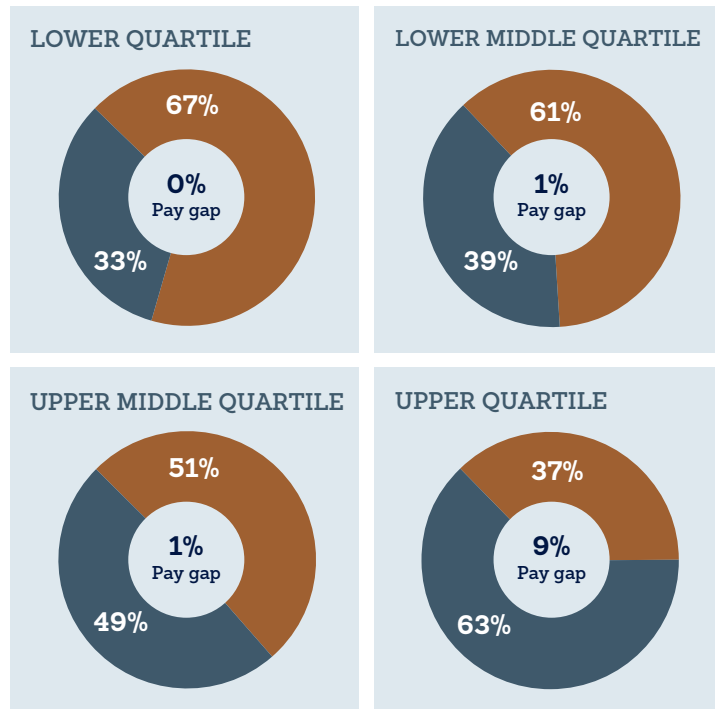
In the UK, companies are required to report what the women and men they employ are paid on average, and compare those figures to produce an analysis of gender pay. The national median average gender pay gap is 18.4%.

For Informa, of the approximately 7,500 colleagues we employ, 2,800 are based in the UK, with 55% female and 45% male.

Breaking this down into quartiles according to pay in April 2017, where the upper quartile represents higher paid and typically more senior roles and the lower quartile represents lower paid and typically less senior roles, in the lower, lower middle and upper middle quartiles, the median gender pay gap is nominal at 1% or less.

In the upper quartile, Informa has a median gender pay gap of 9%. Higher salaries and the lower level of female representation in this quartile contributes to an overall UK median gender pay gap of 23%.

Pay quartiles and median gender pay gap



● Female ● Male

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Our structured recruitment processes are designed to ensure fairness and remove bias from the start. **There is no evidence female and male colleagues are paid differently for doing similar roles.** Having historically had greater numbers of men in senior roles that attract higher basic pay and bonuses, there is a median gender pay gap of 9% in the upper quartile of UK colleagues, driving an overall median gap of 23%. Several parts of our **Talent Action Plan** aim to help attract and retain more women in senior roles, which over time will serve to close the gender pay gap.



// We have implemented a clear strategy to improve female representation in senior roles, which will help close the gender pay gap //

Bonus Pay

Some colleagues participate in bonus schemes which can lead to performance-based payments over-and-above salary. **In the UK, 64% of women received and were paid bonuses over the 12 months to April 2017 compared with 74% of male colleagues, reflecting male representation in higher-paying roles. This created a median bonus gap of 17.6%.**

TALENT, BALANCE AND DIVERSITY: GROUP CEO STEPHEN A. CARTER

Informa is a people business. It is the energy, ideas and contribution of 7,500 colleagues across the world that drives the Group and serves our customers and industry communities.

At the heart of being a people business has to be a profound belief in the value of diversity. It is the breadth of abilities, the variety of experience, and the uniqueness of the knowledge that each individual colleague brings to the company, that makes us what we are, and more importantly what we want to be.

Over the last few years our twin areas of focus have been greater international diversity, and specifically improving and increasing the representation of women in the leadership group of the company.

Our median UK gender pay gap ranges from 0% to 9% depending on the pay quartile, producing the overall median pay gap of 23%. The issue that creates this gap is the level of representation of women in senior roles across our business.

We have therefore begun to take a range of practical steps to address this issue with greater structure, more focus, and greater discipline.

This has led us to make a series of changes in:

- Recruitment practices
- Disclosure and screening practices
- Recruitment programmes for younger talent
- Leadership development programmes
- Flexible working practices including home working
- Employee assistance programmes
- Mentoring and development schemes
- Internal and external support programmes

These initiatives are encapsulated as part of our overall **Talent Action Plan**, which is described on the following pages and sets out what I believe to be the Group's progressive approach to Attracting, Supporting and Engaging colleagues, on an equal and balanced basis.

Through new initiatives like **AllInforma** we have focused on enhancing data gathering and analysis, assisted by common technology platforms, refreshing recruitment practices so that any barriers to attracting diverse talent are removed, and ensuring there are rigorous policies in place to set the right tone, plus transparent processes for anyone who may have a concern or want to highlight improvements.

Throughout the Group, we strive to create a welcoming, open and inclusive working culture, with respect for one another at the centre. Through engagement, sharing views and stories, and celebrating success, the intention is that all colleagues can equally contribute, be heard, and hopefully, be inspired.

I have also become a signature member of the **30% Club**, an international organisation that works to increase the representation of women and diverse talent at all levels. Across Informa, there is active and full support for the internal AllInforma initiatives that focus on balance, and making the most out of the considerable talent we have in our business.

It is our hope that this combination of transparency, focus, attention and ambition will be as successful in this area as we are seeking to be in the company more broadly.



Stephen A. Carter
Group Chief Executive



INFORMA TALENT ACTION PLAN: ATTRACT

ATTRACT

We set out to attract and retain a diverse range of skilled colleagues through fair, inclusive and robust recruitment and promotion practices.

- ✓ **Diverse candidates...** Our recommended recruitment practices standardise and enhance candidate selection to ensure a broad and diverse range of candidates is considered. This includes using panel-based interviews where practical, with no single gender interview panels, and unconscious bias training for recruiters;
- ✓ **Balanced shortlist...** Enhanced practices for senior hires, including robust analysis of shortlists to ensure a balanced and diverse mix of candidates;
- ✓ **Technology solutions...** Trials of advanced recruitment practices underway, including the use of job boards that are dedicated to diverse talent – such as Vercida for our Academic Publishing roles in the UK – and using anonymised candidate applications and innovative methods to gather applicants' data;

// In the Colchester office, we asked recruitment agencies to remove non-essential information when CVs are first provided, like names and gender. It helps focus the initial screening on relevant experience, and we've seen a greater mix of candidates, all with the right skills, get to final stage and join Informa as a result. //



Stephen Henderson, Recruitment Manager

SUPPORT

- ✓ **Colleague value...** Formal development of Informa's Colleague Value Proposition to attract a broader range of talent;
- ✓ **Next generation talent...** Launch of the Graduate Fellowship and Apprenticeship Schemes to provide more opportunities to a diverse range of talent. The Graduate Fellowship Scheme aims to fast-track ambitious individuals into influential and management roles, with fellows undertaking placements in each Informa division, in various roles. A total of 20 fellows have entered the scheme since it launched in 2015, of which 75% were female;

// The Graduate Fellowship Scheme is all about bringing new thinking and energy to the company. We work hard to attract a broad range of applicants from diverse backgrounds and have deliberately made the scheme as flexible as possible so it can be tailored to each graduate's interests. Our graduates have responded brilliantly. They've been enthusiastic, have actively contributed to a range of live projects and have transitioned well into permanent roles. //



Meshall Sen, Recruitment and Graduate Scheme Manager

ENGAGE



Informa Graduate Fellows 2017

- ✓ **Inclusivity...** Proactive promotion of Informa's culture of inclusion and flexible working across all internal and external platforms;
- ✓ **Accreditation...** Regular accreditation in the UK Top Employers Institute ranking, recognising excellence in employee conditions, including in 2018.

INFORMA TALENT ACTION PLAN: SUPPORT

ATTRACT

We aim to maintain and promote a supportive, diverse and inclusive environment, in which colleagues can use their energy and ambition to make a difference at work and within the community.

- ✓ **Personal development...** Investment in role-specific and soft skills training, to encourage personal development;
- ✓ **Leadership development...** Recently launched Informa Inspire, a leadership development programme targeted at those reporting to divisional senior management team, to increase professional skills, provide networking and collaboration opportunities and support succession planning. 31 colleagues are part of Informa Inspire, 42% of whom are women;
- ✓ **Accredited development...** Training accredited by the Chartered Management Institute trialled for UK line managers. Within the Global Exhibitions division, a common training framework introduced to support growth and business strategy, mixing online and classroom learning with a focus on practical, applicable skills and knowledge, enabling colleagues in sales, marketing and operations to expand capabilities and effectiveness;
- ✓ **Flexible working...** Providing flexible working that is enacted by policies – including specific parental leave practices per region – and through investing in cloud-based technology and tools that allow colleagues to work from any location. Seventy-nine per cent of colleagues agree that our working environment provides a good work life balance;

SUPPORT

- ✓ **Colleague support...** Offering Employee Assistance Programme to provide qualified personal support to colleagues and families;
- ✓ **Recognition...** Promotion of global Informa Awards to celebrate and reward outstanding colleague achievement at all levels. For 2017, there were over 550 nominations across 11 categories, with shortlisted colleagues and teams attending a reception in central London that was also streamed live on Informa's intranet;
- ✓ **Volunteering...** Development of volunteer programme to provide opportunities to learn and contribute outside of day-to-day roles. Every Informa colleague can take up to two days each year to volunteer with a charitable organisation of their choice. Nearly twice as many colleagues spent time volunteering in 2017 than in 2016;

// My team was shortlisted for two categories in the Informa Awards. Everyone was delighted and excited – being recognised by colleagues and peers internationally has given Team India a massive boost! These Awards are a powerful celebration of individual and collaborative works within the Group. //

Nitasha Devasar, Managing Director, Taylor & Francis India



ENGAGE

- ✓ **Mentoring...** Launch of mentoring schemes in several businesses for colleagues at various career levels;
- ✓ **Inclusion and respect...** Enhanced framework of codes, policies and whistleblowing facilities to support and enforce a culture of inclusion and respect. Includes a standalone Diversity & Inclusion Policy from 2017 to provide greater detail on anti-discrimination practices and promote a culture of equality and opportunity.

// I've always valued the impact of giving and supporting charities through volunteering. Being able to do this through Informa has meant a lot to me – and it's great to see that we've almost doubled the number of colleagues volunteering over the last year. //

Rija Tariq, Graduate Fellow



INFORMA TALENT ACTION PLAN: ENGAGE

ATTRACT

Our culture is based on providing personal and professional opportunity, enabling colleagues to contribute at various levels and upholding a working environment of respect and openness.

- ✓ **AllInforma...** Launch and development of AllInforma to promote and engage all colleagues on diversity and inclusion;
- ✓ **Balance Network...** Launch of the AllInforma Balance network in partnership with specialist provider everywoman, comprising new personal development opportunities, mentoring programmes and forums to share stories and experience, providing additional support to colleagues of all genders with specific elements for women;
- ✓ **Women in Publishing...** Local, colleague-led events and forums to discuss key issues and facilitate networking, including a Women in Publishing initiative in the UK and US;
- ✓ **Cross-Group networks...** Development of additional cross-group networks, including a forum focused on those in their early careers, to facilitate connections and collaboration and support colleague needs;
- ✓ **AllInforma Top Women...** Introduction of AllInforma Top Women, a series of interviews and profiles of leading female colleagues that have become one of the most popular features on Informa's intranet;
- ✓ **Awareness initiatives...** Promotion of international awareness initiatives, including International Women's Day and International Youth Day;

SUPPORT



Lara Boro, Group Managing Director, Business Intelligence

- ✓ **Inside Informa...** Launch of Inside Informa, an engagement platform that enables colleagues to have their say on everything at Informa and provides direct feedback to management to inform change and action, and a measure of overall engagement levels. Regular Town Hall Calls with senior leaders act as open forums to ask questions and give opinions.

I confirm the data in this report is accurate.

Tom Moloney
Director of Talent and Transformation

ENGAGE

The Informa Talent Leadership Team



At Informa, we aim to maintain and promote a supportive and inclusive working environment across the world, providing all colleagues with the opportunities to develop, learn and be the best they can be.

These efforts are led by the Informa Talent Leadership Team of HR professionals from around the Group.

Through a wide range of initiatives and activities encapsulated in our Talent Action Plan, we are expanding and improving these opportunities, ensuring we attract and retain the best talent from a diverse set of backgrounds and with a mix of skills, abilities and experience.

INFORMA'S UK DATA BY DIVISION

The Informa Group operates and reports through five divisions, Academic Publishing, Business Intelligence, Global Exhibitions, Global Support and Knowledge & Networking. We are required to report gender pay data for all our UK colleagues, which can be seen on page 8.

To provide further analysis, we have reported data through our divisional structure.

Within the Group's divisions, the median gender pay gap is greatest in Global Support at 26.3%. The Group's Chairman, Chief Executive and Finance Director, who are male, are all included within the Global Support division.

	Academic Publishing		Business Intelligence		Global Exhibitions		Global Support		Knowledge & Networking	
Number of colleagues	1002		786		67		435		517	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
	662	340	283	503	41	26	258	177	303	214
Colleagues in upper quartile	51.7%	48.3%	23.0%	77.0%	31.3%	68.7%	41.2%	58.8%	45.0%	55.0%
Colleagues in upper middle quartile	68.6%	31.4%	34.0%	66.0%	75.0%	25.0%	56.9%	43.1%	59.7%	40.3%
Colleagues in lower middle quartile	69.5%	30.5%	36.4%	63.6%	56.3%	43.7%	64.7%	35.3%	63.0%	37.0%
Colleagues in lower quartile	71.1%	28.9%	46.3%	53.7%	82.4%	17.6%	67.6%	32.4%	65.8%	34.2%
Median pay gap	8.0%		11.8%		23.5%		26.3%		16.3%	
Mean pay gap	24.2%		17.4%		24.7%		54.0%		24.6%	
Proportion of colleagues receiving bonus	35.0%	45.6%	87.6%	84.7%	80.5%	84.6%	87.2%	88.1%	83.2%	82.7%
Median bonus gap	21.7%		16.7%		55.1%		28.5%		25.1%	
Mean bonus gap	57.6%		42.1%		63.1%		83.0%		33.8%	



INFORMA'S UK DATA BY LEGAL ENTITY

Companies employing 250 or more people are required to report gender pay data under UK legislation. In the UK, for historical reasons, we have two legal entities that employ over 250 colleagues: Informa UK PLC and IIR, the latter an entity Informa added as part of an acquisition in 2005.

We have reported gender pay data for both of these entities, as well as a total for all our UK colleagues under Informa PLC (UK), which represents the sum of these two entities and three other entities that employ fewer than 250 colleagues.

	Informa UK PLC		IIR		Informa PLC (UK)	
	Female	Male	Female	Male	Female	Male
Number of colleagues	2,266		405		2,807	
	1,254	1,012	251	154	1,547	1,260
Colleagues in upper quartile	35.5%	64.5%	50.5%	49.5%	37.2%	62.8%
Colleagues in upper middle quartile	50.6%	49.4%	62.8%	37.2%	51.4%	48.6%
Colleagues in lower middle quartile	63.0%	37.0%	63.8%	36.2%	60.7%	39.3%
Colleagues in lower quartile	68.6%	31.4%	69.1%	30.9%	67.5%	32.5%
Median pay gap	22.4%		16.1%		23.2%	
Mean pay gap	34.8%		20.0%		31.6%	
Proportion of colleagues receiving bonus	59.1%	71.3%	83.3%	81.2%	64.0%	74.3%
Median bonus gap	18.9%		28.1%		17.6%	
Mean bonus gap	62.2%		40.1%		51.1%	

The median is a calculation of average pay, being the mid-point of hourly pay amounts for women and hourly pay amounts for men. Hourly pay uses a calculation of basic pay and bonuses or commission paid in the April 2017 payroll.

The mean is an alternative calculation of average pay, being the total of all hourly pay amounts for women divided by the number of women and likewise for men.

The pay gaps represents the difference between the female and male median or mean, expressed as a percentage. A positive percentage means the overall average pay for male colleagues is higher than the overall average pay for female colleagues.

For **bonuses**, the same mean and median calculations apply, based on the bonus paid to the female and male colleagues who received them in the 12 months to April 2017. The same gap calculation is also made.

Quartiles represent the split of colleagues by pay levels into four equal segments, the upper quartile including the highest paid and typically most senior colleagues and the lower quartile including the lower paid and typically less senior roles.

Calculations are based on all colleagues who were on Informa's UK payroll as at 5 April 2017, the official snapshot date for UK businesses.

All pay calculations are based on colleagues who received their usual full pay in the April 2017 payroll, the payroll that included the required 5 April 2017 snapshot date. The calculation includes basic or ordinary pay received in the April 2017 payroll, plus any bonus pay or commission paid in April 2017 and applicable for that month, converted into an overall hourly rate of pay.

The proportion of colleagues receiving a bonus reflects any UK colleague on Informa's UK payroll as at 5 April 2017, who was awarded and paid, in the 12 months to 5 April 2017, a bonus, commission or other type of profit or equity share. The bonus gap reflects the difference in average levels of bonus between the women and men who received them.