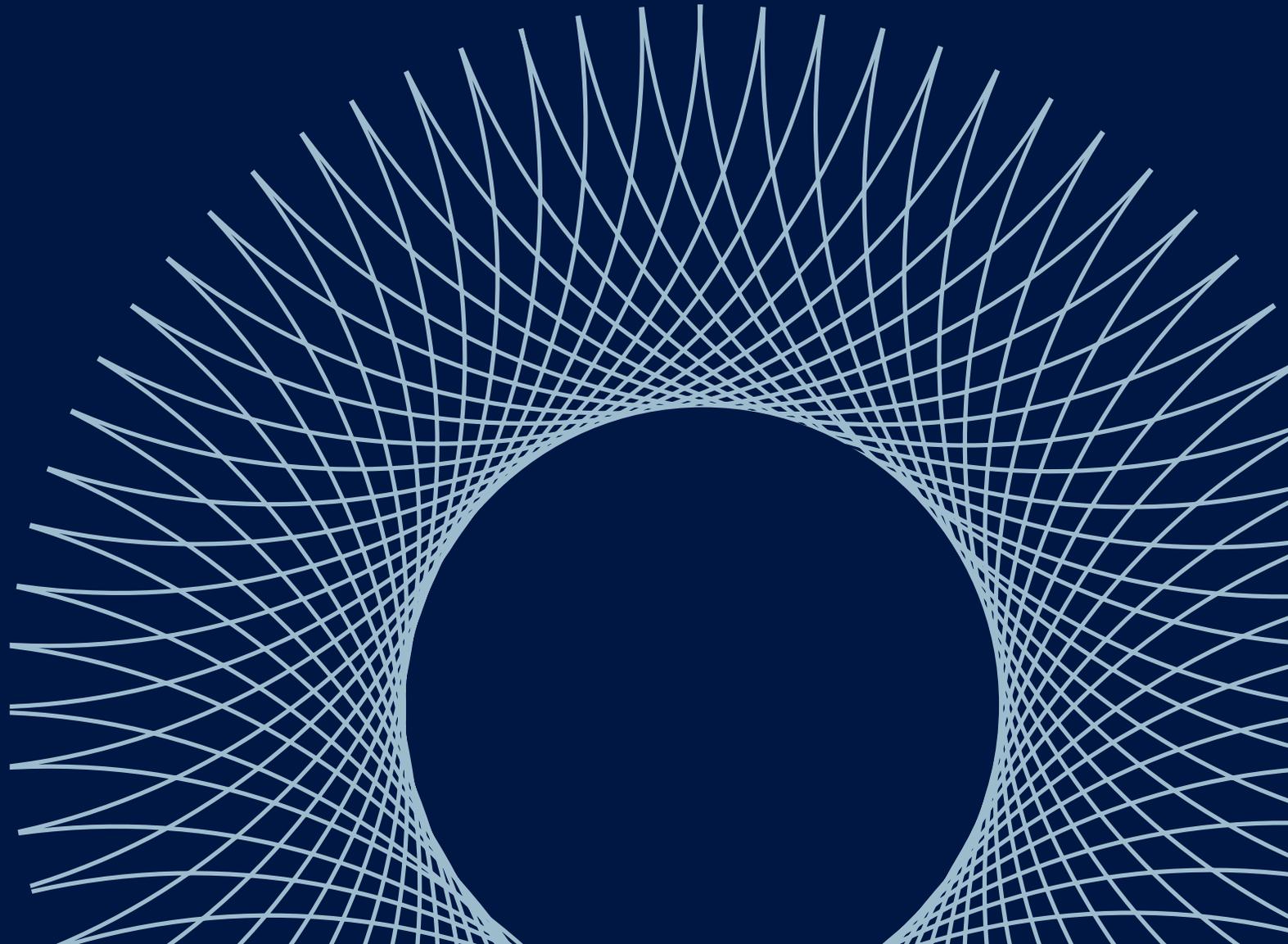


Colleagues and Pay Report 2018



Colleagues and Culture at Informa

Informa is proudly a people business. The ideas, contribution and engagement of colleagues around the world create the editorial content, intelligence, data, events, exhibitions and marketing services our customers value.

The Group operates in the business-to-business events, academic publishing and information services market, with 11,000 colleagues in over 30 countries working in a diverse range of roles; from editors to analysts, developers to marketing professionals, event operations and digital production teams, and in sales, finance and more.

The working environment at Informa emphasises participation, energy and ideas. We aim to maintain and promote an open and dynamic culture where all colleagues, on an equal basis, have the support and the opportunity to develop, contribute and be rewarded.

Informa takes a structured approach to fostering talent, expressed through our three-part **Talent Action Plan**:

Attract

a diverse and balanced range of colleagues, through fair, inclusive and robust recruitment practices and by offering rewarding roles and flexible benefits. We value difference and diversity of talent in all its forms, including by gender.

Support

colleagues by providing a working environment that is welcoming and stimulating, and allows personal freedom and flexibility along with opportunities to progress and develop.

Engage

colleagues by creating opportunities to connect and exchange views, to provide input into how individual teams and the Group operates, and by enabling each individual to participate fully in work life at Informa.

INFORMA HIGHLIGHTS Data as at January 2019

11,000

Colleagues working in over 30 countries



60 | 40

Female / male balance in the Group



c£56,000

Average Informa UK total pay



80%

Inside Informa colleague engagement index



32 | 68

Female / male balance in Senior Leadership team



25 | 75

3 of 12 Informa board members are women



Preparing UK colleague pay data

In the UK, companies employing 250 or more people are required to report what the women and men they employ in the country are paid, on average, and to compare those figures to produce an analysis of 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 two legal entities of over 250 colleagues: **Informa UK PLC** and **IIR**. Data for each is reported, as well as a total figure for **Informa PLC (UK)** that includes three other entities employing fewer than 250 colleagues.

For further analysis, we include data through our divisional structure. As at April 2018 Informa had four operating divisions - **Academic Publishing**, **Business Intelligence**, **Global Exhibitions** and **Knowledge & Networking** – and a fifth **Global Support** business.

In this report, we include data for UBM plc, which operated as a separate business in April 2018 and has since become part of Informa.

UBM had one legal entity of more than 250 colleagues whose data is recorded, along with a total figure for its UK business. This data will be incorporated into Informa’s figures in future reports.

GENDER PAY AVERAGES

The median is one calculation of average pay: the mid-point of hourly pay amounts for women and hourly pay amounts for men.

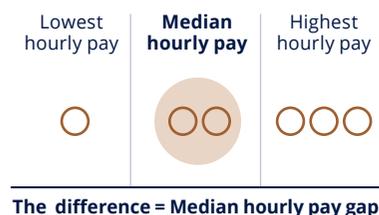
The mean is the total of all hourly pay amounts for women divided by the number of women and likewise for men.

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

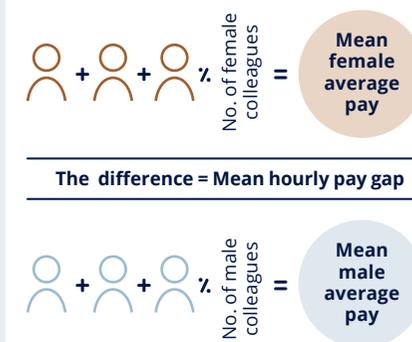
DETAIL BEHIND THE NUMBERS

- All calculations are based on colleagues on Informa’s UK payroll as at 5 April 2018, the official snapshot date for UK businesses.
- Pay data is based on colleagues who received their usual full pay in the April 2018 payroll. It includes basic pay received in that payroll, plus any bonus or commission paid in April 2018 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 2018, calculated based on the total bonus paid over the 12 month period.

The median difference



The mean difference



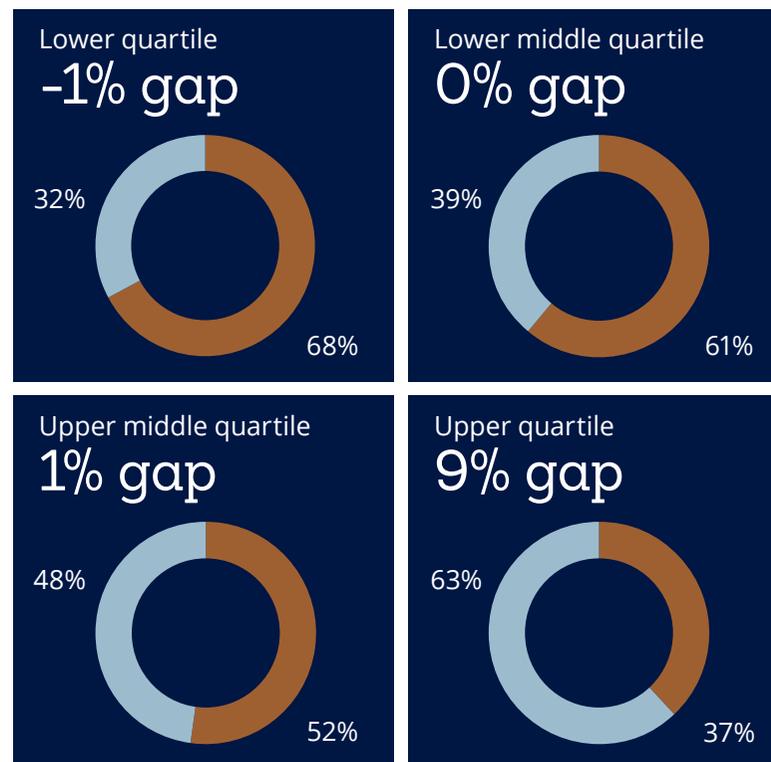
2018 UK colleague pay

As at April 2018, just over 2,800 of Informa’s 7,500 colleagues were based in the UK, of whom 56% were women and 44% men.

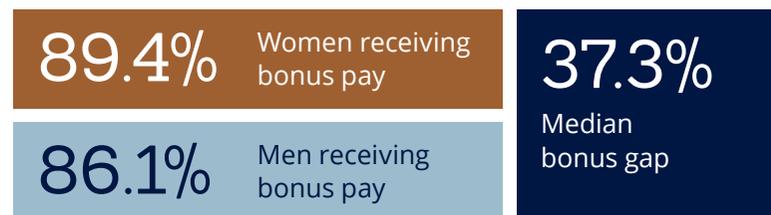
Analysing hourly pay by quartiles, the Group’s median gender pay gap is negligible at between -1% and +1% in the lower, lower middle and upper middle quartiles.

In the upper quartile, Informa has a median gender pay gap of 9%, reflecting higher salaries and the lower level of female representation in this quartile. This contributes to an overall UK **median gender pay gap of 21.5%** (2017: 23.2%) compared with a UK national average gap of 17.9% (2017: 18.4%).

Pay quartiles and median gender pay gap



Bonus pay



● Women ● Men

Our recruitment and colleague development processes are designed to ensure fairness and avoid bias. 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. Compared with 2017, the difference between median female and male pay on a quartile basis is stable. There are some changes in the Group’s overall median pay and bonus gap, and in female representation in the upper and upper middle pay quartiles.

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 and bonus gap.

BONUS PAY

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

During the period analysed, a greater number of female and male UK colleagues were paid bonuses due to a significant increase in bonus participation in one Informa business. The historically higher level of male representation in roles that attract higher variable payments led to a median bonus gap of 37.3% in 2018 (2017: 17.6%).



Talent, balance and diversity

Informa is a people business; a place where the unique contribution and engaged participation of each colleague is essential to serving our customers and their communities.

We pride ourselves in maintaining a working environment where each colleague has the chance to discuss and share ideas and actively participate in the work life of their individual teams.

At the same time, we strive to provide colleagues with access to broader opportunities from being part of an international Group, and the freedom to develop their career in a stimulating, rewarding and flexible workplace.

Making the most out of the considerable talent we have is a priority across Informa's leadership teams, and we believe in the value of diversity in its many forms.

In last year's report, we set out our progressive approach to supporting all colleagues on an equal basis.

The 2018 data shows some changes in the Group's UK median gender pay gap and in the representation of women in different quartiles of our UK colleague base.

For the period covered by this analysis, bonus data was materially impacted by an all-colleague bonus payment made in one of our businesses, and a historical difference between female and male representation at different pay levels.

We have continued to make progress on our Talent Action Plan, and believe these actions will, over time, reduce the difference in representation and pay by gender and ensure that Informa remains a great place to work for each of us.

2018 saw an expansion in access to learning and career development, the first year of a dedicated leadership programme and investment in making diversity and gender-based learning resources available to each colleague.

The lively exchange of views and discussions, something that makes Informa unique, continued, with multiple opportunities for colleagues to be involved in the life of the Group and a number of dedicated forums for colleagues to connect and share stories.

Our executive management team has been enhanced for 2019, with the appointments of Eleanor Phillips into the new role of Group HR Director and Simon Hollins as Group CIO, along with the promotions of Lara Boro to CEO of the Informa Intelligence division and Gary Nugent to CEO of the Informa Tech division. We also welcomed Kayte Herry, Head of Group Finance, formally onto the team.

I am pleased to be a member of the 30% Club, an international organisation that works to increase the representation of women and diverse talent at all levels, and the Group also provides support to the 30% Club on its flagship annual event.

As the Group continues to grow and expand, we are continually looking at how best to support and provide opportunity to colleagues all around the world, and I look forward to updating on new activities next year.



A handwritten signature in black ink, appearing to read 'S. Carter', written over a white background.

Stephen A. Carter
Group Chief Executive

ATTRACT

SUPPORT

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Attract: The Informa Talent Action Plan

We set out to attract and retain a diverse range of skilled colleagues through fair, inclusive and robust recruitment practices and by actively promoting the Group as a great place to work.

Informa was again ranked as a **Top Employer** in 2019 by the **UK Top Employer Institute** in recognition of our practices in areas like talent acquisition and onboarding.

We continue to explore ways to reach a range of talent, using job boards such as **Vercida** to access candidates who might not apply through other platforms, and unconscious bias training has been extended from the recruitment community to line managers in certain areas.

Enhanced practices are in place for senior hires, to ensure that shortlists are balanced and interview panels are mixed.

Informa runs two formal schemes for attracting early career talent in the UK: an **Apprenticeship Scheme** and **Graduate Fellowship scheme**.

The apprenticeship scheme has been extended to new areas of the business since its launch, and in 2019 our Academic Publishing division will for the first time welcome apprentices into their teams.



“The Graduate Fellowship Scheme is now in its fifth year, and proving an amazing way to bring in really dynamic and ambitious talent. For our most recent intake, we ran a dedicated social media recruitment campaign to make sure we reached a broad range of graduates complementing direct outreach through universities.”

Meshall Sen, Recruitment Manager



“Job descriptions are on the front line of attracting new colleagues; an engaging role profile can make the difference between applying or not. We’re expanding the use of a recruitment tool that scans job descriptions for language that might impact how many women apply, especially in roles that typically attract more men such as technology.”

Damian Hart, Global Head of Recruitment



“I’m really excited at the prospect of building a formal Colleague Value Proposition for the Group. Telling a consistent story about what makes us a great place to work, what you can expect as a colleague, and aligning rewards, benefits and processes to the overall offer will make a real difference to getting the right mix of talent into the business.”

Eleanor Phillips, Group HR Director

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Support: The Informa Talent Action Plan

Across Informa, we aim to create a dynamic and inclusive working environment where colleagues have the flexibility to tailor and develop their careers, the freedom to take up new opportunities and a strong level of support, recognition and feedback from peers and managers.

Learning and development has been an area of investment for many parts of the business. Training expanded in the **Global Exhibitions** and **Knowledge & Networking** divisions in 2018, and the first **Informa Inspire** leadership development programme took place, targeting those reporting to divisional senior management teams. **Mentoring** continues to take place at various levels, from reverse mentoring of senior leadership to graduate mentorship.

All colleagues in the Group were given on-demand access to the **Everywoman** platform during 2018, containing hundreds of webinars, workbooks and articles on topics related to women and diversity in the workplace.

Informa offers an **Employee Assistance Programme** in the UK and in several other countries, for times when colleagues require access to specialist support. Flexible working continues to be supported through policies as well as technology that enables colleagues to work remotely with ease.



“In 2018 I was part of the Informa Inspire leadership development programme. The mix of advice from external experts and input directly from the breadth of Informa’s leadership team would have been impossible to get elsewhere. It connected me with ambitious leaders from across Informa and helped me explore my career and drive it forward. I was selected for the programme in the year I returned from maternity leave and while still working part time, which is a testament to the commitment to flexible working and opportunities for all.”

Naomi Tudor, Head of Digital Transformation



“I really value the flexibility Informa gives me in my role. I’ve been with the company for over 20 years and have been able to adapt my hours and work patterns to suit my commitments throughout. The range of tools we have in the business means you can work easily from anywhere too.”

Vanessa Clandfield, Communications Manager



“The Global Exhibitions learning and development programme is going from strength to strength. Data and tech are becoming more important in our market, and role-specific training is critical for our growth. In 2018 we also added a curated diversity and inclusion pathway to our platform, with videos and resources on topics like unconscious bias and managing multi-generational teams.”

Sean Ongers, Head of Global Learning & Performance

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Engage: The Informa Talent Action Plan

Informa's culture is based on enabling colleagues to contribute and engage on a range of levels. This creates a vibrant and discursive environment, where views and ideas are shared openly and respectfully and there is a relatively low level of hierarchy.

Every year Informa runs a number of engagement campaigns across the whole business. This includes celebrating global awareness dates like **International Women's Day**, publishing inspiring interviews with colleagues including top female leaders and promoting opportunities for everyone to have a say in work-life matters through surveys and the **Inside Informa** initiative.

Informa's leadership teams spend time with colleagues around the world, holding online and in person town halls to provide information and answer questions, and sharing written and video message updates.

Colleagues are encouraged and supported to create their own discussion forums. For example in Academic Publishing, the **Women In Publishing** community in the US and UK hold regular events with guest and internal speakers and use internal social media to share news and stay in touch.

In 2019, colleagues from the UK are launching a **Rainbow** community to connect and support colleagues on all aspects of LGBTQI matters.



"We ran two Women in Business panels in 2018, live from London and streamed to offices around the world. It sparked a great debate about how we can do better on gender balance as a business and brought to light lots of the everyday differences colleagues experience in work and life. Every change starts with a small step and the panels were just the start."

Lara Boro, Informa Intelligence CEO



"I was surprised and a bit overwhelmed by the reaction to my AllInforma Top Women interview. I discussed my career to date, the tips I've picked up along the way and the challenge of working in a role like mine as a single mum. I've been contacted by so many colleagues about it – sharing stories and profiling role models makes a difference."

Melissa Willock, Group Travel Director and Head of Corporate Events



"I was involved in launching AllInforma Balance in 2018, our gender network, as part of my graduate placement with the communications team. It was amazing to see the engagement our International Women's Day celebration got as well as our live presentations to our offices all over the globe. It was fantastic to see the positive and supportive vibes from women and men all over the company and it's something I am really proud to have been part of!"

Havina Sirohia, Graduate Fellow

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Informa data by division

		Academic Publishing		Business Intelligence		Global Exhibitions		Knowledge & Networking		Global Support	
		2018	2017	2018	2017	2018	2017	2018	2017	2018	2017
Number of colleagues	F	696	662	271	283	54	41	314	303	266	258
	M	340	340	472	503	42	26	225	214	189	177
Colleagues in upper quartile	F	53.9%	51.7%	24.0%	23.0%	27.3%	31.3%	49.2%	45.0%	41.7%	41.2%
	M	46.1%	48.3%	76.0%	77.0%	72.7%	68.7%	50.8%	55.0%	58.3%	58.8%
Colleagues in upper middle quartile	F	67.8%	68.6%	31.7%	34.0%	56.5%	75.0%	54.8%	59.7%	56.5%	56.9%
	M	32.2%	31.4%	68.3%	66.0%	43.5%	25.0%	45.2%	40.3%	43.5%	43.1%
Colleagues in lower middle quartile	F	68.3%	69.5%	42.8%	36.4%	60.9%	56.3%	64.6%	63.0%	62.0%	64.7%
	M	31.7%	30.5%	57.2%	63.6%	39.1%	43.8%	35.4%	37.0%	38.0%	35.3%
Colleagues in lower quartile	F	74.3%	71.1%	43.6%	46.3%	82.6%	82.4%	59.5%	65.8%	67.6%	67.6%
	M	25.7%	28.9%	56.4%	53.7%	17.4%	17.6%	40.5%	34.2%	32.4%	32.4%
Median pay gap		8.6%	8.0%	16.0%	11.8%	28.4%	23.5%	13.7%	16.3%	26.5%	26.3%
Mean pay gap		19.5%	24.2%	15.8%	17.4%	34.4%	24.7%	18.2%	24.6%	51.5%	54.0%
Proportion of colleagues receiving bonus	F	95.8%	35.0%	85.2%	87.6%	74.1%	80.5%	81.8%	83.2%	89.1%	87.2%
	M	95.9%	45.6%	85.0%	84.7%	64.3%	84.6%	79.6%	82.7%	84.1%	88.1%
Median bonus gap		55.3%	21.7%	30.6%	16.7%	58.7%	55.1%	37.1%	25.1%	23.3%	28.5%
Mean bonus gap		41.9%	57.6%	46.4%	42.1%	72.0%	63.1%	40.4%	33.8%	85.4%	83.0%



Informa data by entity

		Informa UK LTD		IIR		Informa PLC (UK)		UBM LTD	UBM
		2018	2017	2018	2017	2018	2017	2018	2018
Number of colleagues	F	1,283	1,254	280	251	1601	1,547	230	368
	M	994	1,012	184	154	1268	1,260	184	305
Colleagues in upper quartile	F	37.7%	35.5%	46.8%	50.5%	37.3%	37.2%	38.0%	36.0%
	M	62.3%	64.5%	53.2%	49.5%	62.7%	62.8%	62.0%	64.0%
Colleagues in upper middle quartile	F	53.0%	50.6%	59.6%	62.8%	52.3%	51.4%	50.0%	56.0%
	M	47.0%	49.4%	40.4%	37.2%	47.7%	48.6%	50.0%	44.0%
Colleagues in lower middle quartile	F	61.1%	63.0%	66.1%	63.8%	60.9%	60.7%	66.0%	61.0%
	M	38.9%	37.0%	33.9%	36.2%	39.1%	39.3%	34.0%	39.0%
Colleagues in lower quartile	F	68.2%	68.6%	67.9%	69.1%	67.9%	67.5%	68.0%	67.0%
	M	31.8%	31.4%	32.1%	30.9%	32.1%	32.5%	32.0%	33.0%
Median pay gap		21.1%	22.4%	15.6%	16.1%	21.5%	23.2%	22.9%	24.6%
Mean pay gap		31.0%	34.8%	22.8%	20.0%	29.9%	31.6%	24.7%	24.5%
Proportion of colleagues receiving bonus	F	92.5%	59.1%	81.1%	83.3%	89.4%	64.0%	68.3%	69.6%
	M	90.7%	71.3%	79.3%	81.2%	86.1%	74.3%	80.4%	71.1%
Median bonus gap		43.8%	18.9%	42.7%	28.1%	37.3%	17.6%	42.7%	46.4%
Mean bonus gap		67.3%	62.2%	40.5%	40.1%	60.0%	51.1%	30.0%	46.2%

I confirm the data in this report is accurate.

Eleanor Phillips, Group HR Director