

UK Colleagues and Pay Report 2020



The Heart of Informa

Informa is proudly a people business. It is the ideas, energy and commitment colleagues bring to work every day that drives our products and helps us serve our customers and specialist markets.

In return, across all 10,000 colleagues and the 30+ countries Informa operates in, we seek to provide a working environment that is welcoming and inclusive; a culture that is open and allows everyone to contribute and be heard; opportunities to develop skills and progress; and comprehensive support to all our teams.

From the Informa PLC Board to the Senior Management Team and throughout our business, it is important to us to attract a diverse mix of talent, maintain a balance of skills and experience throughout the Company and make sure all colleagues can be themselves and have the opportunity to do their best work. It is important to our colleagues, it makes a difference to what we can achieve as a business and it is, we believe, the right way to operate.

Overall, our colleague population is relatively balanced from a gender perspective, but historical trends mean that there tends to be fewer women than men represented in more senior positions that attract higher salaries and bonuses. In the UK, this imbalance in representation at a senior level currently creates a gap in average pay by gender, shown in this report.

There has been some change and progress in the data over the last three years and we are continuing, and indeed accelerating initiatives that will not only attract and retain more women in senior positions over time, but also ensure a balance and diversity of genders, backgrounds and cultures throughout our business.

In 2020, we put considerable focus into supporting all our colleagues to manage the disruption caused by COVID-19. The experience of the last 12 months, combined with feedback from colleagues across all regions, has directly led to enhancements that will make Informa an even more flexible workplace, and hopefully, more actively accommodating of different individual circumstances and working preferences.

We introduced flexible working patterns, both informally within teams and more formally through Group-wide sabbatical and flex time offers, to help colleagues adapt to the different personal and professional challenges 2020 created. As remote working became the norm in most locations, we provided assistance and equipment to ensure everyone could work comfortably from home. Our in-house and professional wellbeing support facilities were widely promoted and we established a Colleague Support Fund: a financial backstop for households experiencing particular difficulties due to the pandemic.

Building on the positives of this experience, we are introducing a Balanced Working Programme across the Company to allow all colleagues to balance time in the office with time working remotely and provide more flexibility on working hours and patterns. This will, we believe, help us retain and attract a diversity of talent,

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Stephen A. Carter
Group Chief Executive

including but not limited to women at more senior levels within the organisation, by making it easier to blend outside commitments, family responsibilities and personal preferences with working life.

2020 also saw the addition of new colleague-led networks, including AllInforma Nations which focuses on supporting colleagues from ethnic minorities, and more recently AllInforma Illuminate, which aims to shine a light on the experience of colleagues with disabilities. They join our existing networks for gender balance and for LGBTQIA+ colleagues and allies, with each group helping to raise awareness of important issues, create forums for discussion and debate and celebrate key dates and milestones.

The expansion of our colleague-led networks and introduction of the Balanced Working Programme are part of a wider plan to enhance how we support colleagues, and to take this moment and opportunity to become more ambitious in our approach to diversity and inclusion. There is strong interest from colleagues to participate and contribute, and many encouraging initiatives underway in different parts of our business, and we feel the time is right to create a dedicated central function that can lead and coordinate diversity and inclusion activities and develop a strategy to do more and maximise our impact.

As such, in early 2021 we appointed one of our most experienced business leaders, Linda Blackerby, to the role of Chief Diversity & Inclusion Officer. Our next step is to embark on deeper data gathering across the business, including the first Informa Census, to better understand our diversity in terms of gender, ethnicity, sexual orientation and other important areas and help us focus our efforts accordingly. 2021 will also see us provide additional support to each colleague-led network, through executive sponsorship, access to advice from Board Directors, a ringfenced budget and formalising the role of our colleague network leaders, including ensuring they have the time and active support to help our networks thrive.

I look forward to updating on our continued progress.



Stephen A. Carter
Group Chief Executive

Supporting colleagues globally in 2020

In response to the unique challenges created by the pandemic in 2020, we introduced a range of additional and enhanced colleague support measures, open to all colleagues across the world. This included:

- Expanded volunteering options and relaxed time allowance, to enable colleagues to take additional time out of work to support their communities and charities
- The creation of a dedicated Colleague Support Fund, offering financial assistance for households facing challenges due to the pandemic
- Making flexible working widely available, to help colleagues manage changes in personal circumstances and care giving responsibilities. There was a seamless shift to remote working, with support and equipment available for safe and comfortable home working
- Introducing 2022 vacation bonus for all colleagues: an additional week of vacation to take in 2022 to refresh and reconnect with family and friends
- Enhancing our assistance programmes, pastoral support and wellbeing facilities in all locations, with a particular focus on mental health



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 employs over 10,000 colleagues worldwide. As of April 2020, 3,600 Informa colleagues were based in the UK and this is the population this report is based on. Informa has three legal entities that employ over 250 colleagues in the UK: Informa UK PLC, Informa Connect Ltd (previously known as IIR LTD) and Informa Markets Ltd (previously known as UBM LTD). Data for each is reported, as well as a total figure for Informa PLC (UK) that includes these plus several other smaller entities. For further analysis, we show data split by our divisional structure.

Year to year, the size and shape of our business, divisions and entities can change where we add businesses, exit markets or adapt how we work. The increase in our UK populations in Informa Tech and Taylor & Francis since the 2019 report is, for example, mainly due to acquiring new businesses and bringing new colleagues into the company.

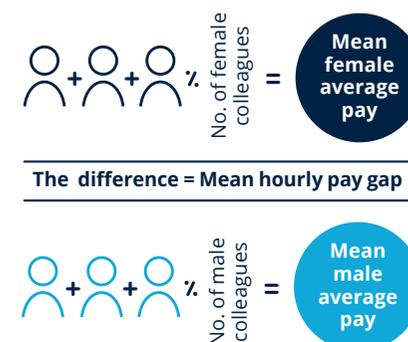
Detail behind the numbers

- This report focuses on our UK payroll as at 5 April 2020: the required snapshot date for UK businesses.
- Pay data takes into account our UK-based colleagues who received their usual full pay in the April 2020 payroll. We take the basic pay a colleague received in that payroll, add any bonus or commission that was both paid in April 2020 and applied to that month, and convert this into an overall hourly rate of pay.
- Bonus data takes into account any UK-based colleague who was awarded and paid a bonus, commission or other type of profit or equity share in the 12 months to 5 April 2020. We take the total bonus paid over that period.
- Data is divided into four equal segments, where the upper quartile represents higher paid roles and the lower quartile represents lower paid roles.
- Gaps are the difference between average female pay / bonus and average male pay / bonus, either across the whole UK population or within a given quartile. A positive percentage means that overall male average pay is higher, and vice versa.

The median difference



The mean difference



Understanding 2020 UK colleague pay

In April 2020, of Informa's 10,000+ colleagues around the world, 3,600 were based in the UK.

Among our UK colleague base, 56% were women and 44% were men. Women and men are however represented in different numbers at different pay levels, as can be seen when the population is divided into quartiles based on average pay.

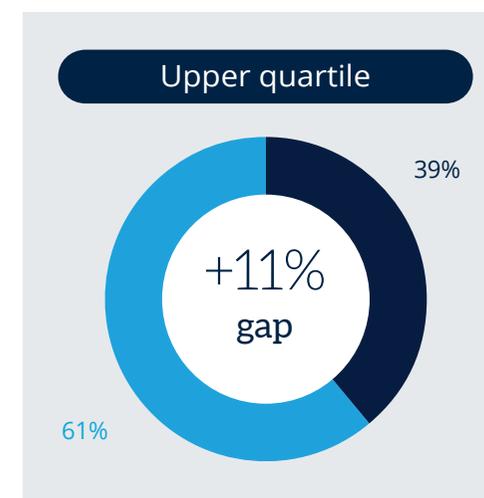
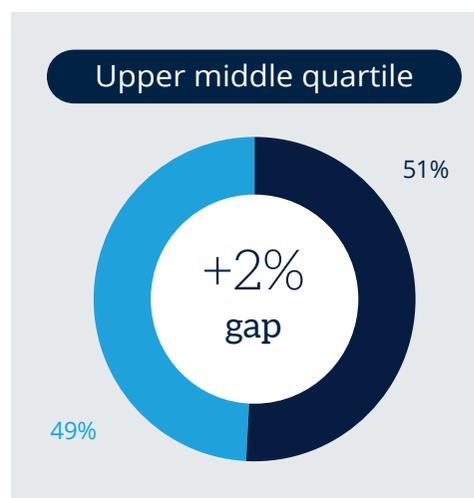
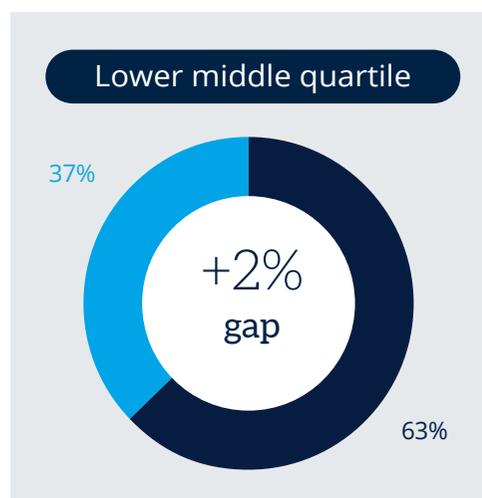
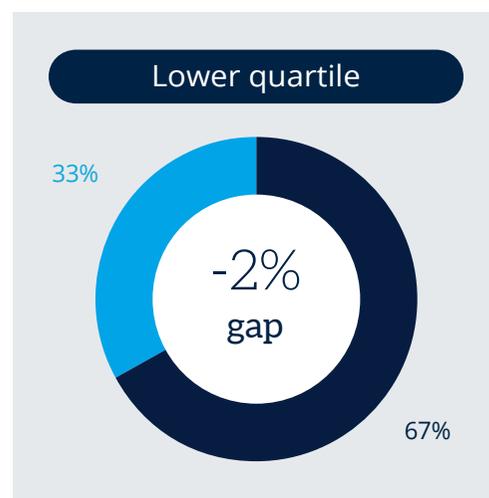
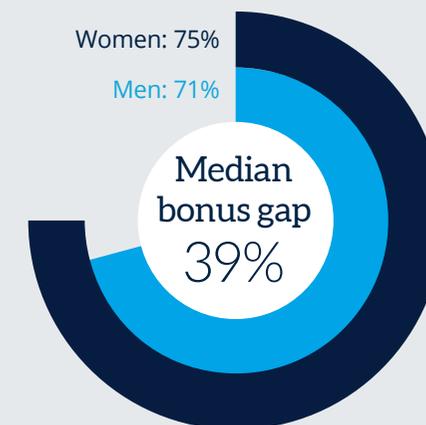
Looking at women and men's average pay in each quartile, the median gender pay gap ranges between -2% and +2% in the lower, lower middle and upper middle quartiles. In the upper quartile, Informa has a median gender pay gap of 11%, reflecting higher salaries and the lower level of female representation (39%) in this quartile.

This contributes to an overall UK median gender pay gap of 21.3% (2019: 22.3%), compared with a UK national average of 15.5%. There continues to be no evidence that female and male colleagues are paid differently for doing similar roles.

Some colleagues participate in bonus schemes, which provide performance-based payments over and above salary. While a greater proportion of female colleagues in the UK receive bonuses, the higher level of male representation in roles that attract higher variable payments is the main driver for the median bonus gap of 39% (2019: 43%).

Key: ● Women ● Men

UK colleagues receiving bonus



Balance throughout our business

We actively set out to ensure that equality, opportunity and inclusion are fundamental parts of how Informa operates across the world, starting from our principles, policies and processes.

Open to all talent

Our global recruitment processes are designed to ensure fairness and avoid bias on the grounds of gender, race and ethnicity and other protected characteristics. To support greater balance in representation at senior levels, gender-diverse shortlists are used for senior hires including those at a Board level.

Day-to-day, our recruitment specialists coach hiring managers in all locations on creating teams with diverse skillsets and how best to conduct search and interview processes to achieve this. Our external recruitment partners are expected to support the same principles as Informa regarding the importance of diversity in hiring, and to follow the Group's Business Partner Code of Conduct.

We operate several dedicated early talent schemes, including a UK Graduate Fellowship Scheme, several UK Apprenticeship programmes and internships in the US, designed to help us broaden the range of talent in our business. To further help early career talent progress in our business, a new colleague-led support network, AllInforma iCAN, is being launched in 2021.

Working balance

Flexible working has always been part of Informa's practices, including formal arrangements for adapted working hours and home working. Following colleague feedback in 2020 when everyone experienced periods of home working, we have introduced a Balanced Working Programme across all locations. This allows colleagues to balance time in the office and time from home and provides greater flexibility in working patterns. We believe this will better suit the circumstances of a wider range of colleagues, especially those with care giving and parental responsibilities, and enable us to reach talent in ever more locations.

Starting from Guiding Principles

One of Informa's guiding principles, Success is a Partnership, sets out our belief in the value of combining skills and talent and joining forces, and we have a range of policies, processes and guidance that help translate this principle into daily working practice.

Our Code of Conduct and Diversity & Inclusion policy are key guides. All colleagues globally must pass Code of Conduct training on joining, and periodically afterwards, to ensure a good understanding of the Group's expectations, and we regularly promote our Speak Up facility as a way to raise any concerns colleagues may have confidentially. Throughout the business, we provide different forms of guidance on understanding and addressing unconscious bias that can impact inclusion and belonging in the workplace, from articles and workshops to required formal training for hiring managers.



An inclusive culture

Throughout Informa, we aim to create and maintain an open culture where all colleagues can fully participate in the life of the company, be heard, learn and grow, connect with others and bring their whole selves to work.

Connections & networks

Informa has five global company-wide, colleague-led AllInforma diversity and inclusion networks: for gender balance, colleagues with disabilities and conditions, LGBTQIA+ colleagues, minority ethnic communities and colleagues in their early career. These are designed to provide dedicated support in the workplace, connect like-minded colleagues and allies, provide insights that inform the company's initiatives and celebrate a range of experiences and cultures with everyone.

Awareness & celebration

Throughout the year, we celebrate major calendar dates with communications, activities and conversations that seek to inform and inspire all colleagues. This has included colleagues showcasing historical role models during Black History Month, providing book and film recommendations during Pride Month and sharing personal and business commitments to gender balance on International Women's Day. Our networks also facilitate discussions and knowledge-sharing on important topics, which recently included a Menopause in the Workplace UK event led by a women's health specialist.

Leading by example

Our ongoing engagement programmes regularly include open discussions on colleague support, culture and inclusion. Senior managers have held panel discussions on wellbeing and mental health, sharing personal tips and highlighting the support facilities available at work, and updates on diversity and inclusion initiatives are part of regular international town halls in many parts of the business.



"There are very real opportunities for us to create a more inclusive workplace and diverse workforce. This new global and Company-wide role is about making sure Informa's diversity and inclusion initiatives are treated in the same way as our other strategic business objectives. Everyone has a part to play and I'm excited about the real impact we can make together."

Linda Blackerby, Chief Diversity & Inclusion Officer



Positive impact in our markets

Across Informa, our products and services provide specialists with expert knowledge and connections, helping businesses grow and helping professionals develop their career.

We aim to ensure our products reflect our commitments to diversity, inclusion and accessibility, and we are increasingly helping customers seize the opportunities that fuller representation and inclusion can bring.

accelerateHER

Within Informa Tech, our accelerateHER brand is dedicated to addressing the underrepresentation of women in the technology industry. There is dedicated accelerateHER programming at our key tech festivals to spotlight female talent, discuss diversity and inclusion best practice and showcase products and innovation from women-led businesses. One highlight in 2020 at the London Tech Week Festival was a discussion between Secretary Hillary Rodham Clinton and Cherie Blair QC on inclusion in the workplace.

Gender identity in publishing

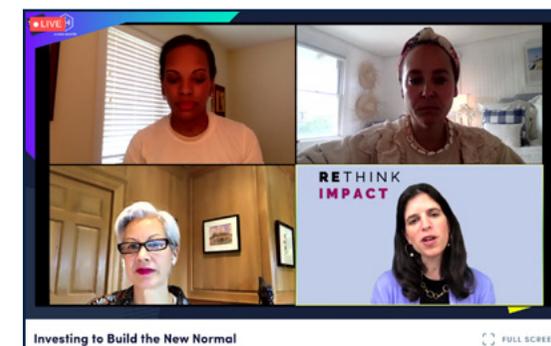
Full and accurate publication records are critically important to academic researchers; they ensure authors gain credit for their work and support career progression. Researchers who transition their gender identity or change names for reasons such as marriage or divorce, however, often find there is no easy or standard way to change their name while maintaining their body of work.

In collaboration with industry partners, F1000 Research, part of Taylor & Francis, created a global policy in 2020 that allows researchers to retroactively change their names on published articles and assets in a simple and unobtrusive way, supporting greater inclusivity in scholarly publishing.

Fashion for Change

In 2020, our US events team launched Fashion for Change, a programme designed to help minority-owned fashion brands access business opportunities by providing free space within our digital showroom, access to mentorship and financial grants. This has successfully brought greater attention to minority-led brands and met demand from our retail customers for a greater diversity of partners and products.

Speakers at accelerateHer sessions, London Tech Week 2020



Sarah Kunst (Cleo Capital), Jacqueline de Rojas (Tech UK), Alexa von Tobel (Inspired Capital), Jenny Abramson (Rethink Impact)



Nancy Dubuc (Vice Media) and Alexis Krivkovich (McKinsey & Company)

Informa UK data by division

Informa has five operating divisions, plus a sixth business group, Global Support, that comprises our Group head office, operations and business services teams.

		Informa Connect		Informa Intelligence		Informa Markets		Informa Tech		Taylor & Francis		Global Support	
		2020	2019	2020	2019	2020	2019	2020	2019	2020	2019	2020	2019
Number of colleagues	F	243	261	272	292	226	205	165	111	761	713	369	350
	M	158	178	355	407	183	167	209	134	389	337	276	242
Colleagues in upper quartile	F	53.2%	50.5%	28.7%	29.1%	29.2%	25.9%	28.9%	27.1%	52.7%	54.7%	36.8%	42.7%
	M	46.8%	49.5%	71.3%	70.9%	70.8%	74.1%	71.1%	72.9%	47.3%	45.3%	63.2%	57.3%
Colleagues in upper middle quartile	F	59.6%	58.7%	40.7%	42.4%	50.5%	48.8%	40.0%	39.7%	63.9%	66.7%	56.3%	58.5%
	M	40.4%	41.3%	59.3%	57.6%	49.5%	51.2%	60.0%	60.3%	36.1%	33.3%	43.7%	41.5%
Colleagues in lower middle quartile	F	68.4%	62.5%	42.7%	38.8%	55.8%	62.8%	40.0%	43.1%	71.1%	71.8%	64.5%	64.8%
	M	31.6%	37.5%	57.3%	61.2%	44.2%	37.2%	60.0%	56.9%	28.9%	28.2%	35.5%	35.2%
Colleagues in lower quartile	F	60.0%	63.5%	54.3%	50.9%	74.7%	75.6%	63.3%	66.1%	72.6%	76.1%	64.5%	65.5%
	M	40.0%	36.5%	45.7%	49.1%	25.3%	24.4%	36.7%	33.9%	27.4%	23.9%	35.5%	34.5%
Median pay gap		11.5%	11.4%	16.4%	14.0%	25.9%	29.7%	20.3%	26.8%	15.0%	10.8%	33.4%	33.5%
Mean pay gap		17.0%	19.4%	20.1%	16.2%	33.0%	34.9%	17.5%	22.1%	19.9%	17.2%	38.9%	45.2%
Proportion of colleagues receiving bonus	F	85.2%	83.5%	34.2%	40.8%	55.8%	58.0%	78.8%	66.7%	90.0%	95.9%	79.7%	79.1%
	M	84.2%	82.0%	42.0%	48.2%	59.0%	67.1%	85.2%	66.4%	86.9%	95.5%	74.6%	77.3%
Median bonus gap		12.8%	7.6%	58.9%	70.5%	55.8%	47.8%	7.0%	7.5%	61.5%	65.2%	41.2%	37.0%
Mean bonus gap		38.3%	46.2%	52.9%	59.3%	63.1%	63.0%	21.3%	22.0%	44.7%	37.6%	74.5%	71.8%

Informa UK data by company entity

		Informa UK LTD		Informa Connect LTD		Informa Markets LTD		Informa PLC (UK)	
		2020	2019	2020	2019	2020	2019	2020	2019
Number of colleagues	F	1,438	1,305	276	285	218	214	2,036	1,932
	M	1,086	946	188	204	177	165	1,570	1,465
Colleagues in upper quartile	F	39.9%	41.0%	45.4%	42.2%	38.0%	41.9%	39.2%	40.0%
	M	60.1%	59.0%	54.6%	57.8%	62.0%	58.1%	60.8%	60.0%
Colleagues in upper middle quartile	F	50.4%	53.5%	61.5%	60.7%	46.7%	45.3%	51.3%	53.0%
	M	49.6%	46.5%	38.5%	39.3%	53.3%	54.7%	48.7%	47.0%
Colleagues in lower middle quartile	F	63.8%	63.1%	67.0%	63.2%	66.3%	74.4%	62.7%	62.0%
	M	36.2%	36.9%	33.0%	36.8%	33.7%	25.6%	37.3%	38.0%
Colleagues in lower quartile	F	68.3%	70.5%	62.0%	65.8%	61.5%	57.0%	66.9%	68.7%
	M	31.7%	29.5%	38.0%	34.2%	38.5%	43.0%	33.1%	31.3%
Median pay gap		22.5%	21.3%	15.6%	14.1%	24.0%	25.2%	21.3%	22.3%
Mean pay gap		27.5%	30.2%	19.3%	20.9%	26.8%	25.8%	27.0%	28.7%
Proportion of colleagues receiving bonus	F	79.6%	81.1%	87.3%	85.6%	50.0%	55.6%	75.4%	77.2%
	M	73.8%	72.3%	86.7%	82.4%	52.5%	60.0%	70.8%	71.8%
Median bonus gap		42.3%	40.8%	20.2%	17.0%	54.3%	48.8%	39.0%	43.1%
Mean bonus gap		66.3%	65.2%	41.8%	44.9%	50.4%	48.7%	59.7%	60.0%

I confirm the data in this report is accurate.



Patrick Martell,
Group Chief Operating Officer