

GENDER PAY GAP REPORT 2024



GENDER PAY GAP 2024

We persist in our commitment to focus on equity and diversity within our organisation, both locally and globally.

We recognise that some of our gender pay gap is due to our largest department and pool of entry level roles predominantly attracting females. To address this, we continue to review our recruitment strategies to encourage greater male participation within these roles.

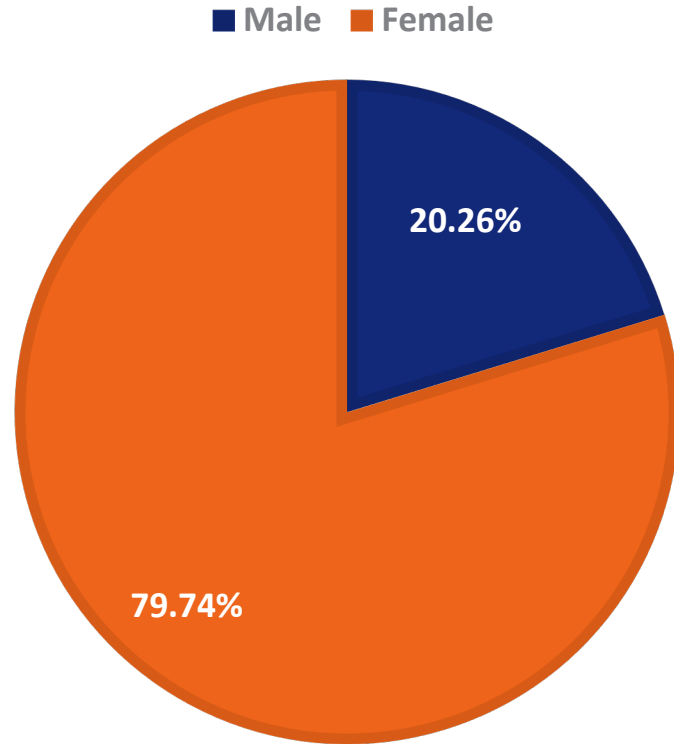
Our commitment to closing the gap

BCD Meetings & Events aims to be the world's most trusted Meetings & Events agency. We are firmly committed to fairness and equality in our working practices to encourage and enable all of our people to develop to their fullest potential. With women accounting for over two thirds of our UK SLT, we are focused on ensuring that all our people are equally valued and rewarded.

We recognise we have important work ahead of us to ensure we are always mindful of any pay disparity amongst our workforce. No matter their gender we will prioritise addressing this by continuous review of our pay and bonus structures until there is consistently no pay differential whatsoever.

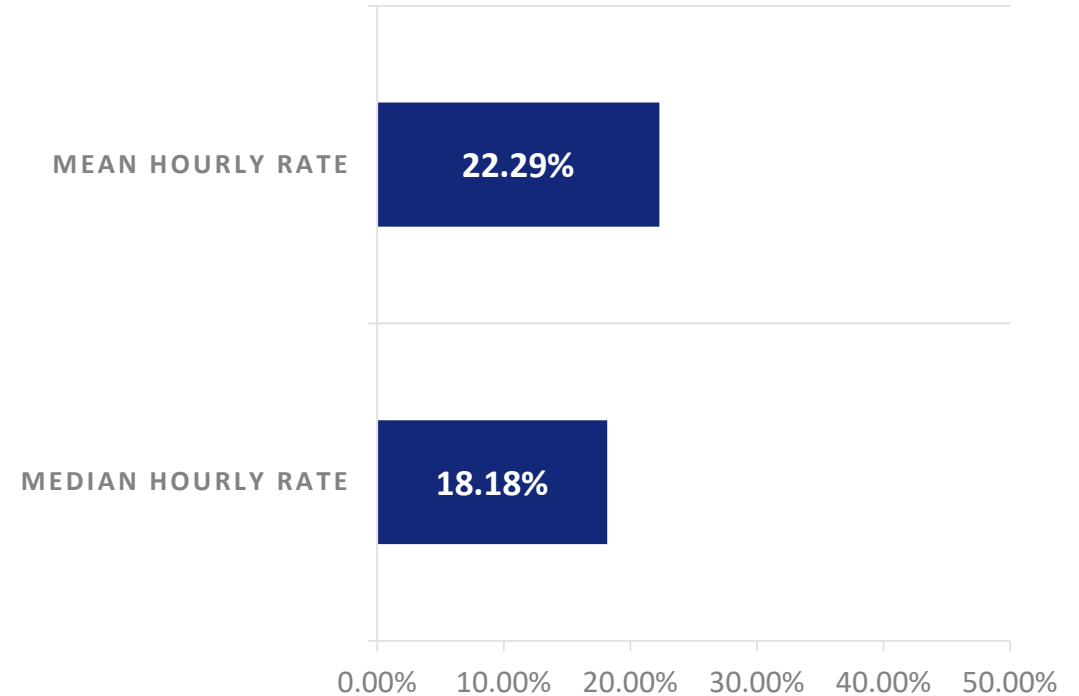
Gender Pay Gap

Number of BCD M&E (UK) Employees



Pay gap difference *

Between male and female UK employees



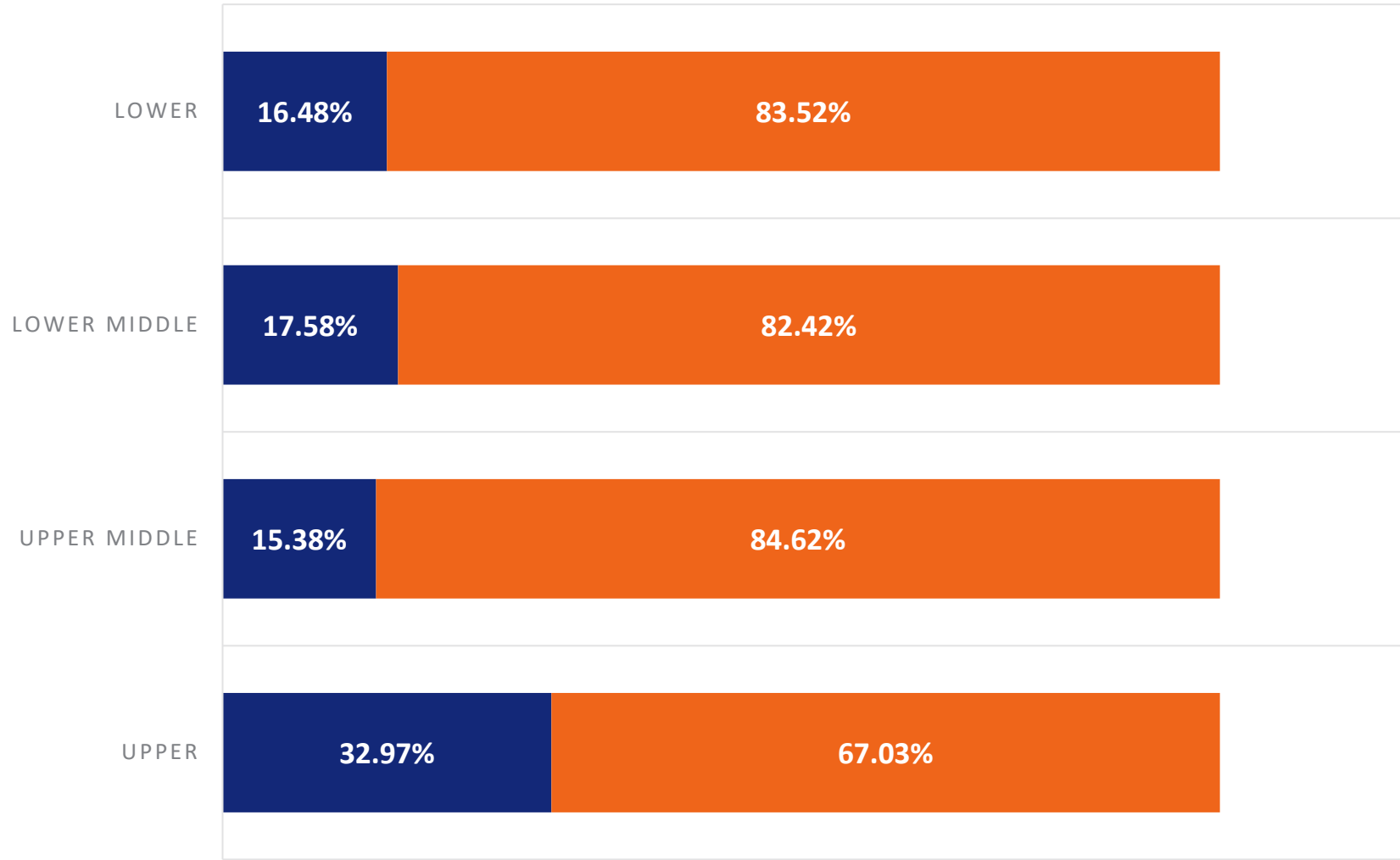
* Pay Gap Difference

- The **mean** gender pay gap is the difference between the **average** hourly earnings of men and women. The **median** pay gap is the difference between the **midpoints** in the ranges of hourly earnings of men and women.
- Employees not in scope were those not in receipt of normal pay in the snapshot period of April 2024. Employees on maternity leave, starters and leavers have not been included.

Proportion of male and female UK employees

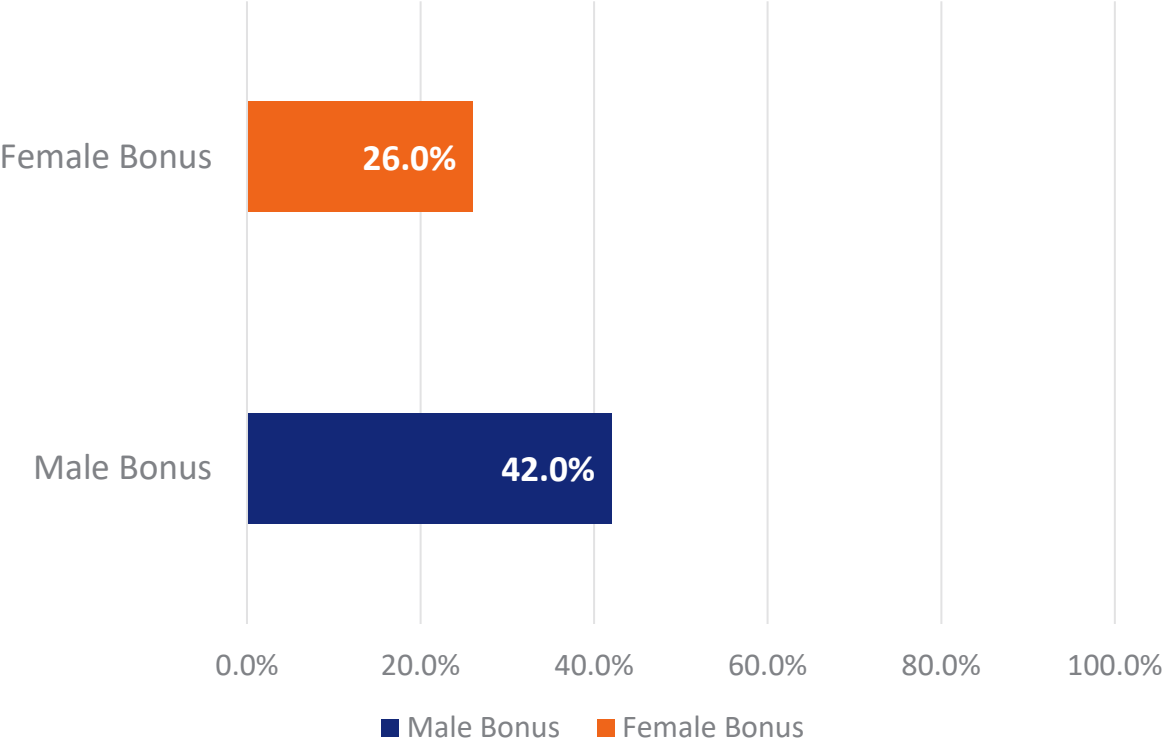
According to quartile pay bands

■ MALE ■ FEMALE



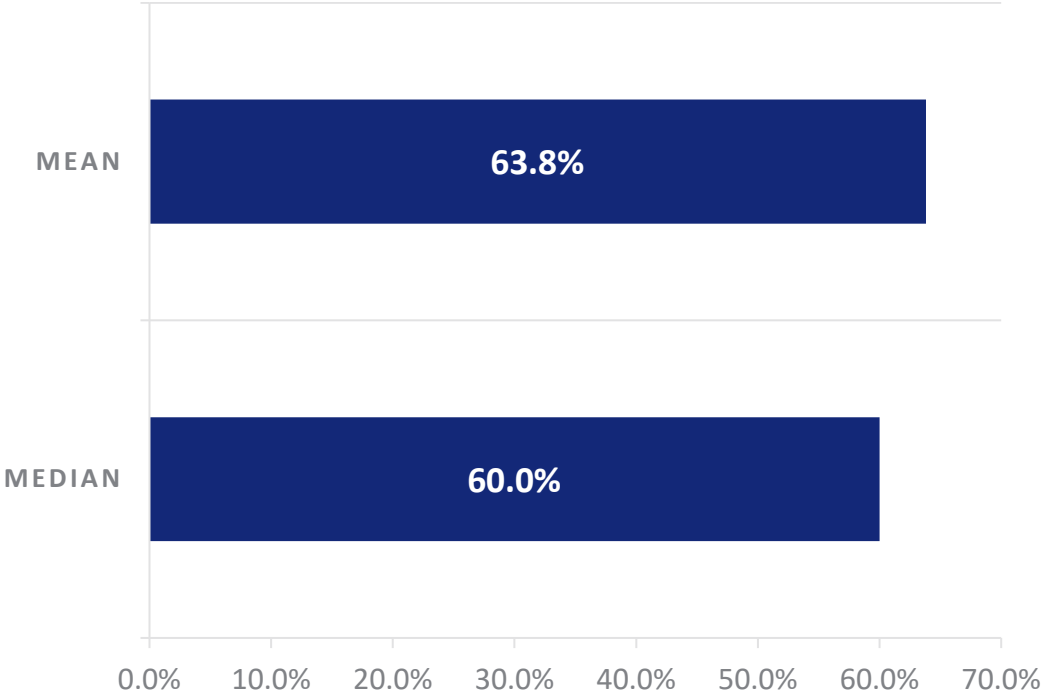
Bonus Data

Employees receiving bonus pay ^



Bonus value difference ^

Between male and female UK employees



^ Bonus Data

- Percentage of males or females receiving a bonus
- Bonus data relates to payments made from April 2023 to March 2024.
- It's worth noting that our female population is much higher. 76/289 females received a bonus compared to 32/77 males
- Pay elements included bonus, commission, long service, recognition and other performance incentives

Declaration

We confirm that the information and data reported is accurate as of the snapshot date of 5 April 2024.

In accordance with the Regulations, we have signed a written statement to confirm this published information is accurate.

Helen McCabe
Managing Director, UK

Alison Tobe
Senior Director, People &
Culture, UK