

# Emerald Publishing Limited

## Our 2017 Gender Pay Gap Report

Gender Pay Gap reporting legislation now means that UK businesses with over 250 employees, are required to publish statutory calculations each year.

# Our 2017 Gender Pay Gap Report

**Emerald are committed to equality, fairness and inclusion and are passionate about equal opportunities and equal treatment of our global workforce.**

The following information shows Emerald Publishing's overall mean and median pay gaps for hourly pay and bonuses paid (as at the required snapshot date of 5 April, 2017).

## Pay & Bonus Gap

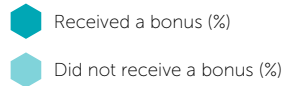
Difference between men and women

	Mean	Median
Hourly Pay	20%	24%
Bonus	29%	11%

## Proportion of men & women who received a bonus

Male: 88%

Female: 88%

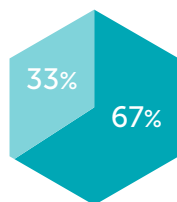
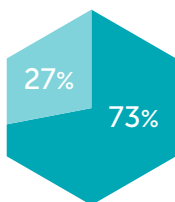


## Proportion of men & women in each pay quartile

Quartile

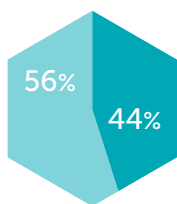
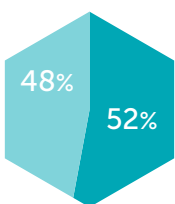
Lower

Lower Middle



Upper Middle

Upper



Emerald are confident that men and women are paid equally for doing equivalent jobs across our business. The differences in pay highlighted in this report are primarily driven by the significantly higher proportion of females in the lower 2 pay quartiles. We are passionate about gender equality and the promotion of diversity, as highlighted by our internal STRIDE programme. This programme explores and promotes diversity and inclusion with a strong focus on gender diversity and the celebration and promotion of women in leadership.

I confirm the data reported is accurate.



**Richard Bevan**

Chairman