

Q&A with our Chief Diversity & Inclusion Officer

To accelerate our diversity and inclusion initiatives and progress, Linda Blackerby was appointed as Informa's first D&I Officer at the end of 2020.

Where does your passion for D&I come from?

Having spent many years as a business leader, including 15 years at Informa, I have seen first-hand how businesses are far more successful when they have diversity of thought, ideas and experiences.

As a woman who has changed career paths more than once, including taking time out to look after my children, I am aware of the challenges that underrepresented groups can face at work. It is incumbent on all of us, but especially those in leadership roles, to make the structures and systems we operate in fully inclusive so that everyone can succeed, not just in the workplace but throughout society.

I am excited to be leading the co-ordinated Company-wide AllInforma programme, which is designed to accelerate our progress across all areas relating to Informa becoming an ever more diverse business with the most inclusive culture possible.

What were the highlights of 2021?

We collected new data and direct colleague views on diversity and inclusion for the first time. This included a voluntary Census in the UK and US, which provided a

valuable baseline of data on colleagues' backgrounds including gender identity, race and ethnicity and caring responsibilities.

As a result of colleague feedback through the Inside Informa Pulse survey, we launched pilot programmes focusing on training opportunities and leadership experiences. One of them, a reverse mentoring pilot, saw 14 senior leaders paired with representatives from our five AllInforma colleague networks. The aim was to better understand the lived experiences of colleagues with different personal and cultural identities and attributes, leading to more inclusive leadership.

We also launched a new digital training programme to a pilot group of 350 colleagues that included exercises and social conversations on topics such as bias, being anti-racist and how to talk about disability at work. Both pilots proved successful and are being expanded in 2022.

Our AllInforma colleague networks were another area of focus. We expanded the number of networks to five with the addition of iCAN for early-career talent and Illuminate to shine a light on disabilities and conditions. These join the Nations and Rainbow networks, focusing on minority ethnic and LGBTQIA+ communities respectively.

Our original AllInforma Balance network dedicated to gender balance has now been relaunched as well, with leaders representing all our divisions and main locations. All our networks have executive and non-executive level sponsorship.

What are Informa's future areas of focus?

As well as delivering our immediate priorities, we have been busy developing a longer-term roadmap of initiatives. Internally, we will be focusing on enhancing inclusive leadership and culture, talent acquisition and colleague development. Externally, we will be concentrating on delivering ever more inclusive customer experiences and supporting our communities.

I'm looking forward to continuing the work we are doing to remove barriers and bias in recruitment and career development, supporting leadership accountability for helping all colleagues thrive in their roles and ultimately achieving a culture that is representative of the diverse communities in which we operate.

*Linda Blackerby
Chief Diversity &
Inclusion Officer*



Preparing UK colleague pay data

Companies employing more than 250 people in the UK are required to report the average pay of their female and male colleagues 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 comparable work.

What we report

Informa employs over 10,000 colleagues worldwide. This report focuses on the 3,200 colleagues that were based in the UK as of April 2021.

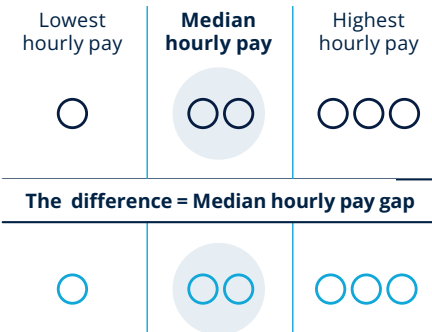
Informa has three legal entities that employ over 250 colleagues in the UK: Informa UK Ltd, Informa Connect Ltd and Informa Markets Ltd. Data for each of these entities is reported, as well as a total figure for Informa PLC (UK) which includes these plus several smaller entities. For further analysis, we show data split by our divisional structure.

Year to year, the size and shape of our colleague population can change where we add businesses, exit markets or adapt how we work. The decrease in our UK population in 2021 is partly due to measures taken in response to the impacts of the COVID-19 pandemic.

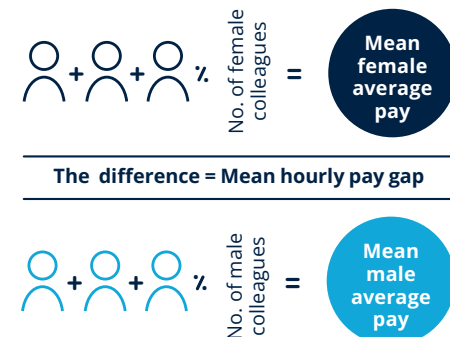
Detail behind the numbers

- Data in this report focuses on our UK payroll as at 5 April 2021.
- Pay data takes into account our UK-based colleagues who received their usual full pay in the April 2021 payroll. We take the basic pay a colleague received in that payroll, add any bonus or commission that was both paid in April 2021 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 2021. We use the total bonus paid over that period.
- Pay and bonus is divided into four equal quartiles, where the upper quartile represents higher paid roles and the lower quartile represents lower paid roles.
- Pay and bonus gaps are the differences between the average pay/bonus for women and men. A positive percentage means that overall male average pay is higher, and vice versa.

The median difference



The mean difference



Understanding 2021 UK colleague pay

In April 2021, 3,200 of Informa's 10,000 colleagues were based in the UK, of whom 56% were women and 44% were men.

Women and men are represented in different numbers at different pay levels however. For historical reasons, women are currently less represented in the upper quartile of pay, which tends to correspond to more senior roles.

UK Pay, Bonus and Representation

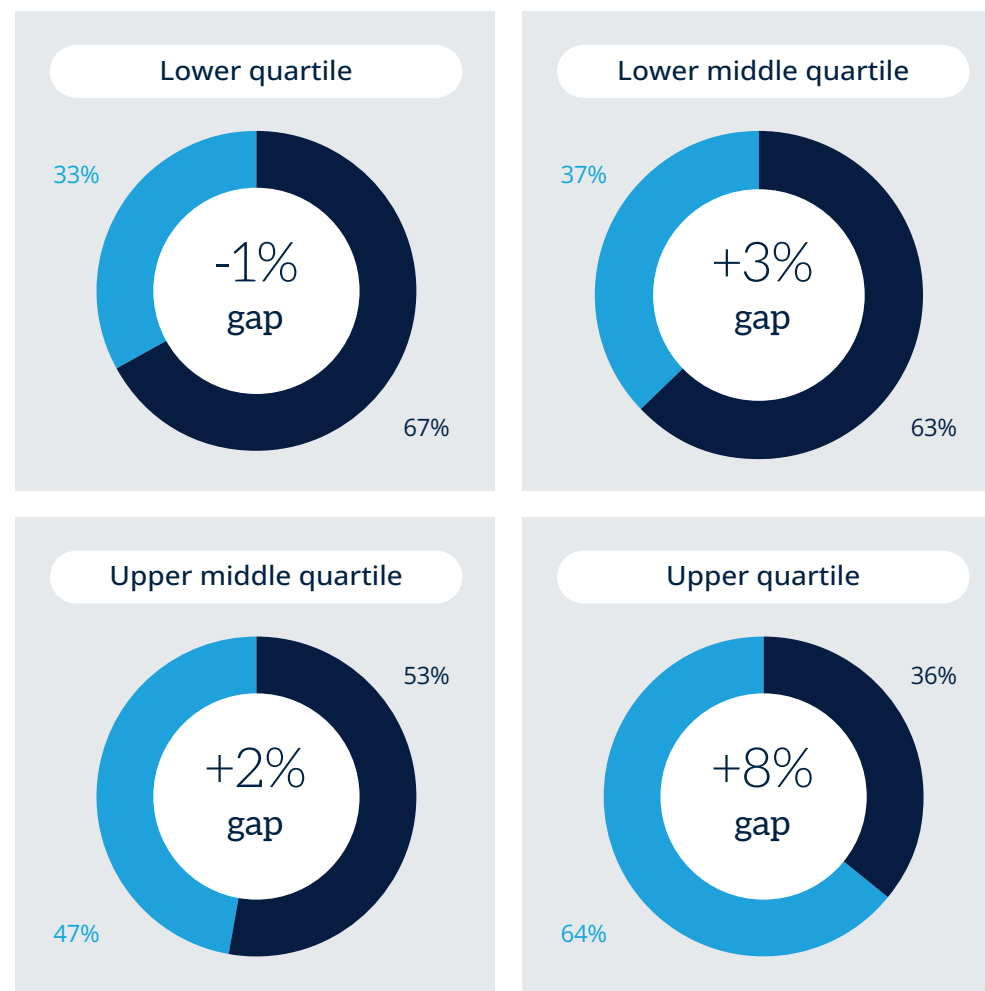
This difference in representation in higher paid roles drives an overall gender pay gap of 24.4% (2020: 21.3%) compared with a UK national average of 15.4% (2020: 14.9%).

There continues to be no evidence that female and male colleagues are paid differently for doing similar roles however, and the initiatives described throughout the report are designed to address gaps in gender representation as well as balance and inclusion overall.

Some colleagues participate in bonus schemes, which provide payments in addition to salaries. During this period, 61% of women and 58% of men in the UK received bonuses; a slight decrease on 2020 due to cost management measures introduced following the pandemic.

The lower level of female representation in roles that tend to pay higher bonus amounts, there was a median bonus gap of 41.9% in 2021 (2020: 39.0%).

Pay and representation by quartile



Balance throughout our business

Ensuring that opportunity and inclusion are embedded into Informa's culture isn't just the right thing to do, it is fundamental to how we operate.

Attracting all talent

We recognise the value that diversity brings and aim to encourage a broad range of candidates to apply for roles. We make recruitment and promotion decisions based solely on the ability to perform each role and our global recruitment practices are designed to ensure everyone receives the same treatment regardless of age, gender, sexual orientation, disability, ethnicity, religion or any other protected characteristic.

Our hiring teams are committed to deepening their understanding of the factors that influence diversity in recruitment and seek to apply the latest thinking and practices. Practical measures include placing adverts on diverse job boards, using more inclusive language in job descriptions, unconscious-bias training and working with external partners who specialise in connecting with candidates from underrepresented communities. One example is Informa Tech's UK partnership with the Design Lab Programme, which aims to increase the recruitment of young Black men into technology.

Balanced working

Flexibility in the way that we work has always been part of life at Informa. We value and support the range of preferred working styles amongst our 10,000 colleagues. After the experience of the pandemic, we have formally introduced a Balanced Working Programme across all locations, which allows a balance between time in the office and time spent working remotely. This gives colleagues more control and flexibility to reach a balance that works at an individual and team level and is especially valued by those with care giving and parental responsibilities. It also expands the locations we are able to recruit from.

Guidance and Policies

We have principles, policies and procedures in place to maintain an inclusive and welcoming working environment for all our colleagues. Our Diversity and Inclusion Policy sets out our approach to creating a fully inclusive working environment, free from discrimination, and Our Code of Conduct asks all colleagues to act in accordance with our Guiding Principles in areas including respect and equality. All colleagues must pass Code of Conduct training on joining, and periodically afterwards, and we regularly promote our Speak Up facility as a way to raise any concerns confidentially. Informa also offers a Colleague Assistance Programme, for times when colleagues require access to specialist support. This was expanded company-wide in 2021, including to locations where it had previously been operationally difficult to do so.



Walk the World is our all-colleague global charity initiative

An inclusive culture

Throughout Informa, we aim 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, all Colleagues can participate in the life of the company, be heard and inspired.

Connections & networks

We are proud to have five colleague led AllInforma networks dedicated to connecting and supporting colleagues in key communities and expanding awareness of diversity matters. These include LGBTQIA+, minority ethnic, gender, disability and early career networks. Each has an executive and non-executive sponsor and receives central funding.

Our existing gender balance network, AllInforma Balance, relaunched on International Women's Day 2022 with a month of gender equity events and videos detailing senior leadership's commitment to balance. The network plays an important role in highlighting female role models and is a space for colleagues to discuss gender equality issues and to provide honest feedback that helps to inform and accelerate our gender inclusion plans.

Informing with data & insights

Getting a deeper understanding of our colleagues' identities, backgrounds and opinions is key to helping guide where our diversity and inclusion priorities should focus. For the first time, in 2021 we gathered data that went beyond what HR systems typically hold, in a confidential and compliant way, to give us a deeper insight into our colleagues' backgrounds and identities and help us understand where we may need to prioritise our efforts.

In 2021, our Inside Informa Pulse colleague survey focused on the topic of thriving as a culture and asked colleagues for views on what our immediate priorities should be. This feedback directly led to the launch of two new programmes. One, a reverse mentoring pilot saw AllInforma network members partnering with senior leaders to share lived experiences and gain different perspectives. We also introduced a diversity and inclusion training programme called AllInforma Advance to deliver exercises and learning on important topics.

Engagement & awareness

Throughout the year, we celebrate significant global dates and topics with company-wide campaigns, activities and conversations. In 2021, this included a panel discussion about menopause in the workplace for Menopause Awareness Month, interviews with senior leaders about wellbeing for World Mental Health Day and a series of blogs sharing personal experiences and workplace advice on International Women's Day.

Ongoing engagement programmes regularly include open discussions on colleague support, culture and inclusion. Our Company-wide intranet, Portal, is built around social features that let all colleagues start discussions, comment and blog about personal and professional topics. More than 600 blogs were published in 2021 with diversity and inclusion being the most popular theme.

Colleagues are recognised and celebrated at our annual Informa Awards



Positive impact in our markets

Across Informa, we continue to ensure our products and platforms reflect the diversity of our markets and are deepening our commitment to helping customers reap the benefits that fuller representation and inclusion can bring.

Women in STEM

To highlight and celebrate the valuable contributions that women have made throughout the years to Science, Technology, Engineering and Mathematics (STEM) fields, Taylor & Francis has launched an online Women in STEM hub. The unique digital library showcases female role models and features a selection of free content on topics including career advancement and the social and cultural issues affecting women in STEM.

EQL:HER

Now in its eighth year, our EQL:HER brand within Informa Tech is dedicated to addressing the underrepresentation of women in technology. It brings together a community of exceptional female talent and allies from various backgrounds to learn, connect and be inspired. There is dedicated programming at our key tech festivals, an online community and awards series. One highlight from 2021 was a London Tech Week panel discussion featuring former US Secretary of State Hillary Rodham Clinton. Previous speakers have included Cherie Blair QC, Arianna Huffington and Richard Branson.

Supplier diversity

During 2021, Informa Markets launched a supplier diversity portal to increase the diversity of business partners we work with. This self-registration platform enables prospective partners, particularly those founded by individuals from underrepresented communities, to submit their credentials and be considered as part of procurement decisions.

Fashion for Change

Our Fashion for Change programme aims to elevate and support minority-owned, women-owned, and LGBTQIA+-owned fashion brands. Eligible brands are given physical show space at our fashion events, marketing and social media promotions, and are assigned mentors from an advisory board of fashion professionals. They can also apply for a grant to receive financial support. This has successfully given a significant number of brands access to otherwise difficult to reach business opportunities while improving the diversity of partners and brands at our leading fashion events.



Brands including COTERIE offer our Fashion for Change programme

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	
		2021	2020	2021	2020	2021	2020	2021	2020	2021	2020	2021	2020
Number of colleagues	F	171	243	292	272	154	226	125	165	751	761	319	369
	M	96	158	357	355	155	183	171	209	385	389	259	276
Colleagues in upper quartile	F	51.6%	53.2%	27.2%	28.7%	25.7%	29.2%	31.9%	28.9%	51.6%	52.7%	32.4%	36.8%
	M	48.4%	46.8%	72.8%	71.3%	74.3%	70.8%	68.1%	71.1%	48.4%	47.3%	67.6%	63.2%
Colleagues in upper middle quartile	F	61.3%	59.6%	44.6%	40.7%	45.2%	50.5%	33.8%	40.0%	62.9%	63.9%	52.9%	56.3%
	M	38.7%	40.4%	55.4%	59.3%	54.8%	49.5%	66.2%	60.0%	37.1%	36.1%	47.1%	43.7%
Colleagues in lower middle quartile	F	71.0%	68.4%	49.0%	42.7%	58.9%	55.8%	38.0%	40.0%	72.6%	71.1%	61.6%	64.5%
	M	29.0%	31.6%	51.0%	57.3%	41.1%	44.2%	62.0%	60.0%	27.4%	28.9%	38.4%	35.5%
Colleagues in lower quartile	F	64.5%	60.0%	56.3%	54.3%	65.8%	74.7%	61.1%	63.3%	74.5%	72.6%	67.4%	64.5%
	M	35.5%	40.0%	43.7%	45.7%	34.2%	25.3%	38.9%	36.7%	25.5%	27.4%	32.6%	35.5%
Median pay gap		13.7%	11.5%	19.3%	16.4%	24.6%	25.9%	22.3%	20.3%	17.7%	15.0%	36.6%	33.4%
Mean pay gap		27.1%	17.0%	27.1%	20.1%	31.3%	33.0%	16.1%	17.5%	21.2%	19.9%	44.9%	38.9%
Proportion of colleagues receiving bonus	F	19.3%	85.2%	37.3%	34.2%	29.9%	55.8%	70.4%	78.8%	94.4%	90.0%	37.3%	79.7%
	M	34.4%	84.2%	43.7%	42.0%	45.2%	59.0%	80.1%	85.2%	94.3%	86.9%	26.6%	74.6%
Median bonus gap		11.1%	12.8%	61.7%	58.9%	26.1%	55.8%	32.9%	7.0%	46.0%	61.5%	34.8%	41.2%
Mean bonus gap		13.7%	38.3%	38.7%	52.9%	54.3%	63.1%	32.3%	21.3%	42.9%	44.7%	67.5%	74.5%

Informa UK data by company entity

		Informa UK LTD		Informa Connect LTD		Informa Markets LTD		Informa PLC (UK)	
		2021	2020	2021	2020	2021	2020	2021	2020
Number of colleagues	F	1,354	1,438	197	276	190	218	1,812	2,036
	M	1,031	1,086	130	188	166	177	1,424	1,570
Colleagues in upper quartile	F	36.7%	39.9%	41.6%	45.4%	44.2%	38.0%	36.4%	39.2%
	M	63.3%	60.1%	58.4%	54.6%	55.8%	62.0%	63.6%	60.8%
Colleagues in upper middle quartile	F	53.1%	50.4%	63.6%	61.5%	50.6%	46.7%	52.8%	51.3%
	M	46.9%	49.6%	36.4%	38.5%	49.4%	53.3%	47.2%	48.7%
Colleagues in lower middle quartile	F	63.3%	63.8%	67.1%	67.0%	57.0%	66.3%	63.4%	62.7%
	M	36.7%	36.2%	32.9%	33.0%	43.0%	33.7%	36.6%	37.3%
Colleagues in lower quartile	F	70.5%	68.3%	61.3%	62.0%	60.5%	61.5%	67.2%	66.9%
	M	29.5%	31.7%	38.7%	38.0%	39.5%	38.5%	32.8%	33.1%
Median pay gap		25.5%	22.5%	20.5%	15.6%	18.8%	24.0%	24.4%	21.3%
Mean pay gap		33.2%	27.5%	23.2%	19.3%	20.8%	26.8%	31.8%	27.0%
Proportion of colleagues receiving bonus	F	69.6%	79.6%	20.8%	87.3%	54.2%	50.0%	60.9%	75.4%
	M	62.1%	73.8%	41.5%	86.7%	61.4%	52.5%	58.2%	70.8%
Median bonus gap		48.5%	42.3%	-23.6%	20.2%	37.4%	54.3%	41.9%	39.0%
Mean bonus gap		55.6%	66.3%	14.9%	41.8%	25.6%	50.4%	54.4%	59.7%



I confirm the data in this report is accurate.

Sally Ashford
Group HR Director