

## BLOOMSBURY PUBLISHING PLC

### GENDER PAY GAP REPORT 2019

This Gender Pay Gap report is required under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. The snapshot date for this report is 5 April 2019.

#### About Bloomsbury

Bloomsbury is a leading independent publisher of fiction, non-fiction, children's, specialist, academic and professional books, listed on the London Stock Exchange. Bloomsbury seeks to develop its workforce so that all have a sense of, and take pride in, the part they play in achieving our mission to be an entrepreneurial, independent publisher of works of excellence and originality. Bloomsbury is committed to creating an inclusive working environment for all employees to encourage talented people to flourish based on merit, fairness and respect.

#### Gender Pay Gap Report 2019

Bloomsbury's mean gender pay gap in the UK is **18.3%**. This is a fall from the mean gender pay gap at the previous snapshot date in 2018, meaning the gender pay gap has reduced by 4.6%.

Bloomsbury's median gender pay gap in the UK is **19.7%**. This is also a fall from the previous year, meaning the median gender pay gap has reduced by 2%.

The overall proportion of women to men is 70:30, with a majority of women in all pay band quartiles.

#### Actions since the 2018 report on our Gender Pay Gap

- We have designed and delivered a Management Development Training Programme for all Line Managers to attend;
- We have formed a diversity and inclusion focus group and set up colleague led and sponsored individual networking groups;
- We have provided executive coaching for women in senior leadership positions;
- We have improved and formalised our annual appraisal system;
- We have implemented a 3 cohorts per annum mentoring scheme which connect mentoring pairs across the Company ; and
- We have held over 40 employee voice meetings, allowing over 400 employee to have their voice heard directly by the Board and senior management.

#### Ongoing actions

- We will continue to deliver the Management Development Training Programme for new Line Managers;
- We will continue to hold an Executive Sponsor-led diversity and inclusion focus group and the colleague led and sponsored individual networking groups;
- We will continue the mentoring scheme to connect mentoring pairs across the Company ;
- We will continue to provide executive coaching for women in senior leadership positions;
- We will continue to benchmark our gender pay gap against the publishing industry and identify best practices that can reduce the pay gap;
- We will continue to hold Employee Voice Meetings hosted by Executive Committee members; and
- We will establish a career path/career progression framework.

Bloomsbury's full gender pay gap data:

Bloomsbury's pay gap		
	Mean	Median
Gender pay gap	18.3%	19.7%

Pay band quartile	Proportion in quartile for UK	
	Men	Women
Lower	23.66%	76.34%
Lower middle	24.43%	75.57%
Upper middle	28.24%	71.76%
Upper	41.98%	58.02%

Bloomsbury's bonus gap		
	Mean	Median
Gender bonus gap	58.8%	0%

	Men	Women
Proportion of each gender receiving a Bonus	99.35%	98.16%

We confirm that the data within this report is accurate and in line with the UK Government's Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Maya Abu-Deeb

Group General Counsel and Company Secretary

April 2020