



ARGUS GENDER PAY GAP REPORT 2018

ARGUS' COMMITMENT TO DIVERSITY

Argus is committed to creating an inclusive workforce — valuing a range of voices and showing respect for everyone. We pride ourselves on a meritocratic work environment and seek to develop and promote the careers of all employees to allow everyone to achieve their full potential. Argus is an equal opportunities employer and our staff includes people of many nationalities and cultural backgrounds, religions, gender and sexual orientation, different ages and physical abilities. Welcoming diversity is at the heart of our company and acting in a fair and transparent manner will always be a priority for Argus.

APRIL 2018 RESULTS

Argus Gender Pay Statistics	
Mean gender pay gap	26.8%
Median gender pay gap	10.1%
Who received bonus pay?	
Male bonus recipients	21.4%
Female bonus recipients	23.0%
Mean gender bonus gap	40.2%
Median gender bonus gap	26.3%
Proportion of staff in each quartile	
Lower quartile male	54.6%
Lower quartile female	45.4%
Lower middle quartile male	65.9%
Lower middle quartile female	34.1%
Upper middle quartile male	60.2%
Upper middle quartile female	39.8%
Upper quartile male	73.9%
Upper quartile female	26.1%

UNDERSTANDING THE NUMBERS

We have made progress in closing our gender pay gap from the previous year and we will continue to work hard across a range of initiatives that are focused on improving our gender diversity. We take this issue seriously and are committed to driving changes to close the gap.

Our pay gap stems from the majority of our senior management roles being held by males. This reflects the historical realities of the commodities industry, but from the data on pay quartiles, we are pleased to see progress from last year, with women moving out of the lower pay quartile and more women moving to the upper pay quartile. Argus will continue to focus on a range of measures to support women's career progression.

Another aspect affecting our pay gap is that the majority of our senior sales managers are male, and through the motivating variable pay that can be achieved this has a disproportionate effect on Argus' numbers. With the sales department removed from the data set, the gender pay gap moves to a mean of 15.6% and a median of 8.7%, and the bonus gap moves in favour of women to a mean of 0.5% and a median of 30% in favour of women.

WHAT WE ARE DOING TO ADDRESS THE GAP

We are committed to continuing to improve female representation at senior levels. We will do this by recognising, developing and promoting female talent through a range of specific initiatives. Our Women's Initiative Network is working to identify and prioritise key actions to help us create a working environment that supports the full involvement of women at all levels. We have introduced a mentoring programme across the company and have implemented a career development pathway for our editorial department, with other teams in progress. These steps will help us ensure we attract, retain and develop a strong pipeline of female talent. The hiring process for senior global roles will assess candidate short lists for gender diversity.

We will make progress and our data will demonstrate this.

I confirm the data in this report are accurate.

A handwritten signature in blue ink, appearing to read 'Adrian Binks', with a horizontal line underneath the name.

Adrian Binks

Chairman and CEO

4 April 2019