



People & Culture  
Document

# Gender Pay Gap Report 2023

# ABOUT US



We are CloserStill. We run more than 100 market-leading, B2B events and gatherings focused on the Business Technologies, Healthcare and Future Transport and Infrastructure sectors.

We are committed to excellence and innovation in our business operations and in our brands. Resulting in widespread recognition including numerous accolades and prestigious awards for our events like the London Vet Show and Learning Technologies to Tech Show and DevLearn, we were honoured to have been named in The Sunday Times Top 100 Best Companies to Work for three consecutive years, from 2018 to 2020.

## OUR COMMITMENT

We are committed to making CloserStill a safe, inclusive and collaborative workplace where our colleagues are encouraged to be true to themselves. We are a global and multicultural business and we strive to create a diverse and inclusive environment where our colleagues can grow and develop, no matter who they are and where they work.

We are publishing our UK pay data for CloserStill Acquisitions Ltd in line with the government requirements for Companies of our size.

We followed the government guidelines in order to calculate the pay data for average (mean) hourly pay and median pay, and the average (mean) and median bonus pay . Please note these calculations require us to include all variable pay in the 'bonus' calculation (e.g. annual performance related bonus, commission, spot prizes, rebook commission).

Please note that the pay gap is not the same as equal pay (where men and women doing the same job are paid the same) and in order to understand and interpret the results it is helpful to review analysis of gender representation across different job roles at CloserStill Acquisitions Ltd.

# RESULTS 2023

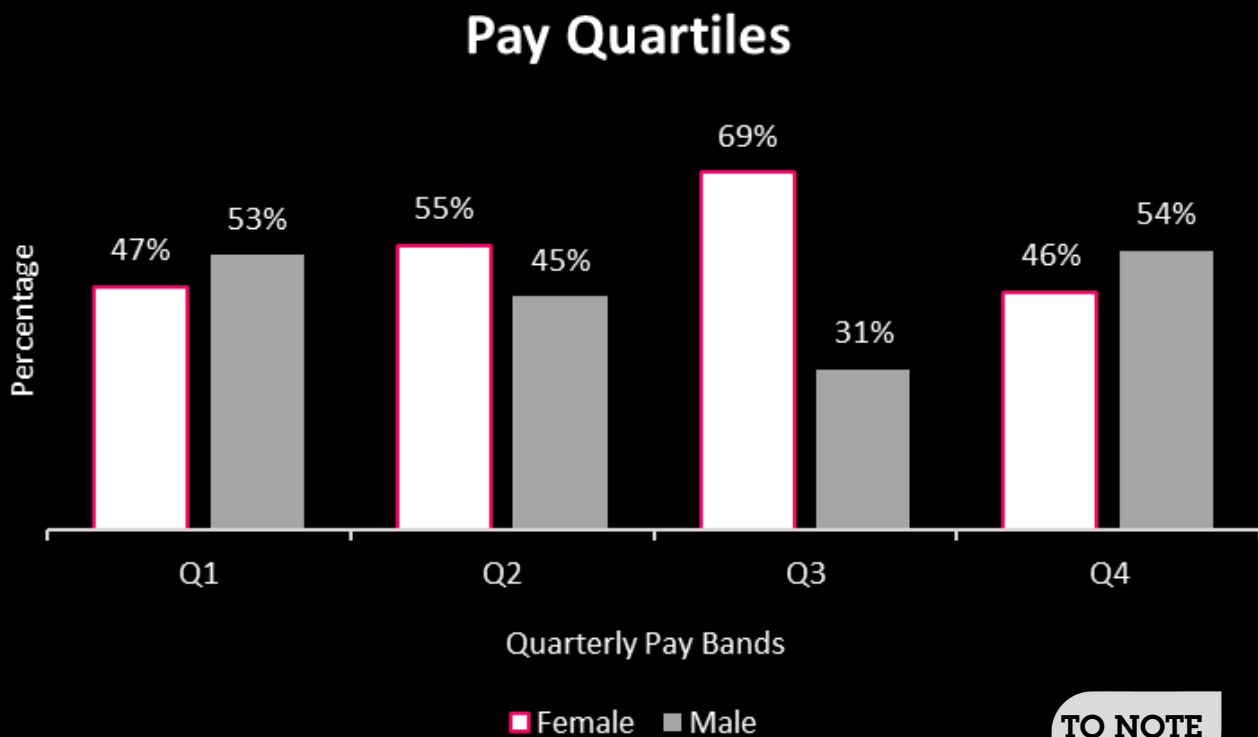
CloserStill Acquisitions Ltd Results for 2023. The below calculations are for the hourly gender pay gap as of the 5th April 2023 (the snapshot month) and the bonus gap for 12 months to 5th April 2023.

As of the snapshot date we had 155 females (55%) and 129 males (45%) in the workforce.



## 1. PAY QUARTILES

The below table shows the split of females and males across our four pay quartiles. This represents the four equally sized (by employee number) pay bands with Q4 the lowest pay band and Q1 the highest.



### TO NOTE

- All of the categories are within 5% of an equal split with the exception of Q3.
- Q3 is made up of 41% Marketing roles which tends to be more dominated by females, having 73% females in the snapshot month.
- Conversely, we believe that the prevalence of more men in Q4 is because our entry-level Delegate Sales roles make up a third of this pay quartile and this role had 74% males in the snapshot month.

It is also worth noting that under the government calculations, any bonus that was paid in the snapshot month would be included in the calculations which may have skewed the figures as 30 rebook bonuses were paid in April 2023 and 63% of these went to males.

## 2. HOURLY PAY / BONUS PAY

Our average (mean) hourly pay gap is 9% and our median is 7% (male:female).

Our average (mean) bonus pay gap is 44% and the median is 65% (male:female). We can see that males are more likely to go into sales roles and this attracts higher bonuses in the form of commission. This unequal gender split in sales roles impacts on the pay data. There were 64% men and 36% women in sales for the relevant dates.

To test this theory we removed commission and rebook commission and the average bonus gap fell from 44% to 13%.

The impact of commission (including rebook commission) also contributes to the hourly pay gap referenced above.

We believe that people have an equal opportunity to earn a bonus regardless of gender and this is evidenced by the fact that 84% of females and 83% of men had bonus pay in the relevant period.

## WHAT'S CHANGED?

Over the last twelve months we have worked hard to create a more inclusive environment for all, including:

- Conscious Inclusion training run for all employees globally.
- Inclusive Hiring training run globally for key hiring managers.
- Continuing to strengthen our partnership with Women In Exhibitions (WIE), including the WIE mentoring programme.
- Creation of Employee Resource Groups, including a People & Culture group.



# MOVING FORWARD

OUR COMMITMENT TO ENSURING A SAFE, COLLABORATIVE AND INCLUSIVE WORKPLACE WILL CONTINUE AND SOME OF THE INITIATIVES WE HAVE PLANNED FOR 2024 ARE:



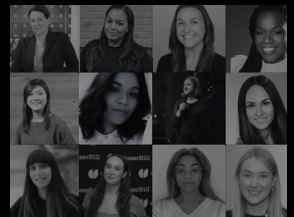
Launch of an internal mentoring programme.



Continuing to promote events supporting Women through our People & Culture group.



Continuing to review our Hiring practices, including blind CVs.



I confirm that the information and date provided is accurate and in line with mandatory requirements.

Signed

Gareth Bowhill