

Clarivate Analytics  
2018 UK Gender Pay Report  
*April 2019*

## Introduction

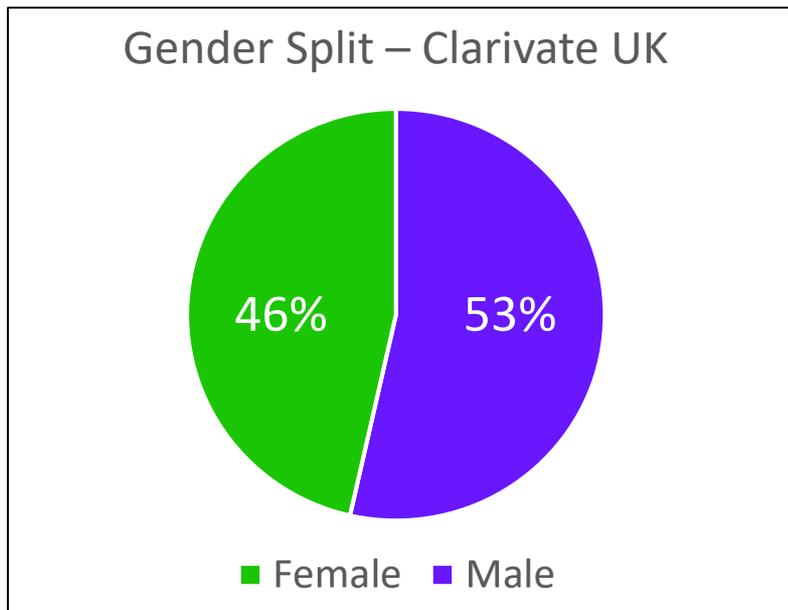
Since April 2017, it is mandatory for organizations with more than 250 employees in the United Kingdom (UK) to publish their data report on the UK Gender Pay Gap. This report reflects the required information for Clarivate Analytics, covering payroll information, for employees in the UK, up to and including April 2018.

The UK Gender Pay Gap is a measure of the difference between the average salaries paid to men and women, across an organization, in the UK. It is different from an equal pay comparison, which looks at the difference in pay of two people doing the same, similar or equivalent work.

## About Clarivate Analytics

 4,380 Global employees

 479 employees based in the UK\*



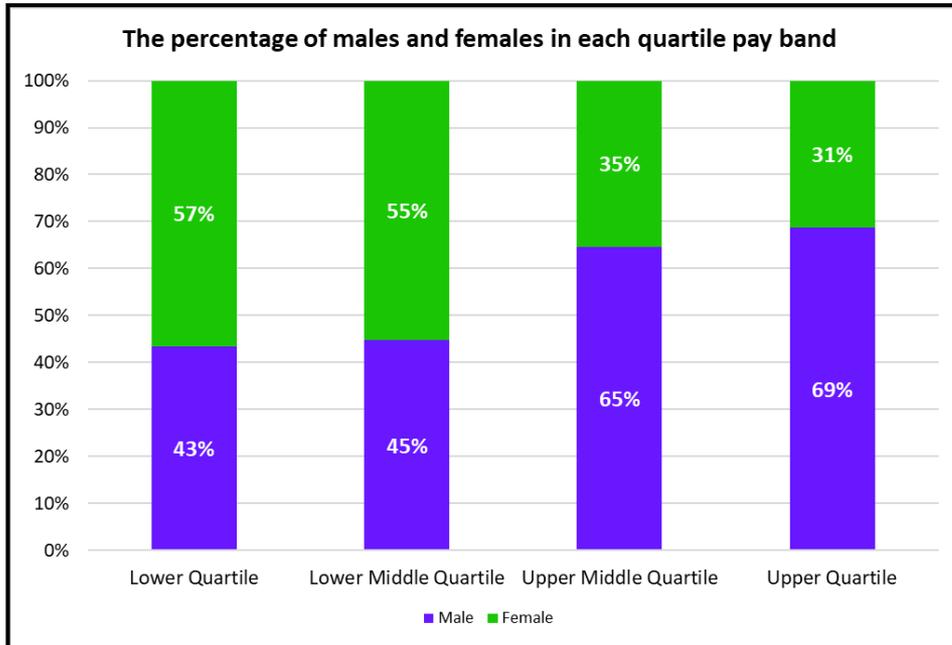
\* Based on April 2018 Data

# Our UK Gender Pay Gap

*Women's hourly rate is* 20.00% Lower (Mean) 19.00% Lower (Median)

*Women's bonus pay is* 37.00% Lower (Mean) 35.00% Lower (Median)

*Who received bonus pay* 85.55%  of Men 86.04%  of Women



## What Counts as Hourly Rate of Pay

Hourly rates of pay are calculated based on an individual's ordinary salary and bonuses paid in the month of April 2018. The data excludes any individual not in receipt of their full pay due to a leave of absence during that month.

## What Counts as Bonus

The bonus gap is calculated based on the bonuses paid during the period April 2017 and March 2018 (inclusive) to all individuals employed in April 2018. The data includes, AIP/EIP, commission, one time payments, retention and discretionary (unless in relation to redundancy) bonuses. The amount used is actual paid and not adjusted to reflect any pro-rata for part-time working, leaves of absence or joiners during the year.

## About Mean and Median

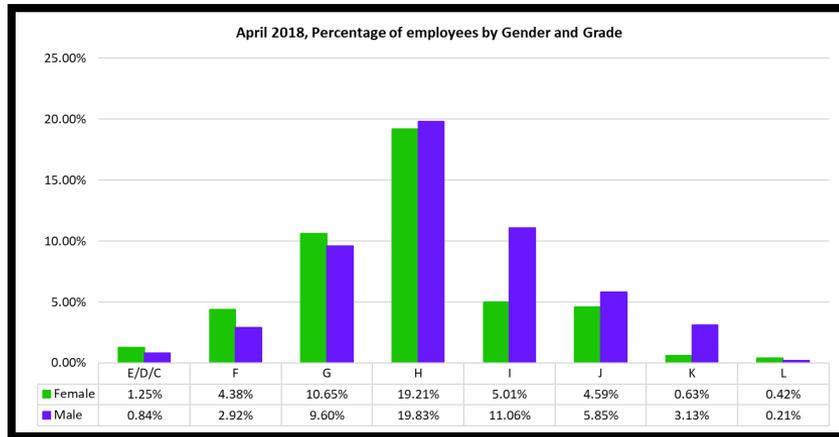
The mean (average) provides an overall indication of the gap by adding together all the values for the gender group and dividing by the total number of employees by gender. The median relates to the midpoint when the values by gender are ranked from lowest to highest.

# Why do we Have a Gender Pay Gap in the UK?

The most significant challenges we face in addressing our gender pay gap are:

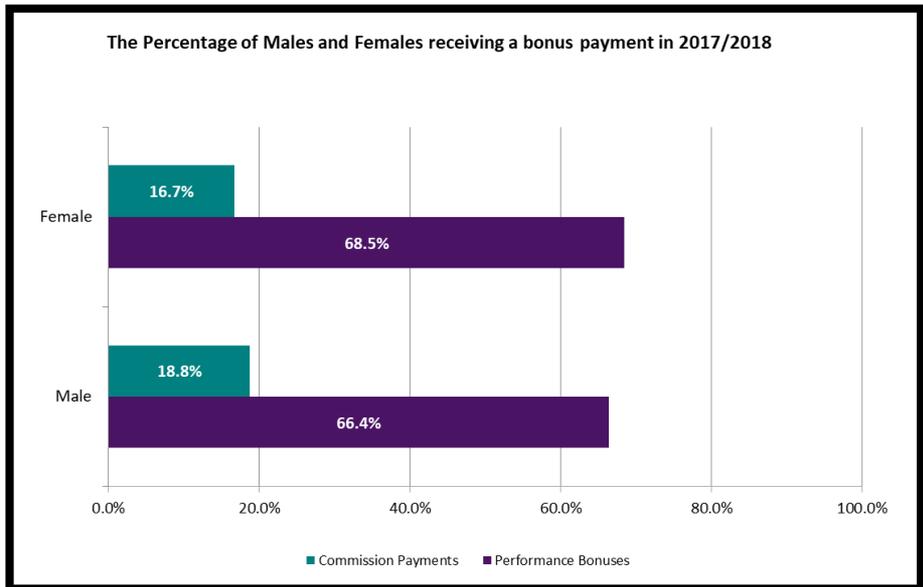
## Employee Distribution

Although we have made some progress in creating gender parity at our senior levels in the UK, we still have a way to go, and we remain committed to this endeavour.



## Bonus Potential of Roles

We continue to have roughly equal percentages of our male and female employees receiving a bonus. However, the higher levels held by males within the organization in the UK continues to impact the differential in amounts received.



## 2017 v 2018 Average Base Salary Pay (Excludes Commission)

Year	Average Base Salary Pay (%)
2017	19.00%
2018	16.91%

This table details the average (mean) pay difference in the past two years when you remove bonuses from the calculation and look only at Base Salary. While this is still a notable difference, it demonstrates that a proportion of the pay difference in 2018 is driven by the fact that Clarivate has a higher population of males in Sales roles in the UK, and those roles received a commission payment in April 2018. This is why we will focus efforts on increasing our hiring efforts for women in Sales.

## What are we doing to close the Gender Pay Gap in the UK?

At Clarivate, we understand the importance of having a diverse workforce and recognize our diversity is one of our key strengths. Research proves that companies that retain and attract women to leadership positions are more successful than those that do not. For this reason, we have committed to increase the percentage of females in our Senior Leadership roles to 43 - 45% by the end of 2020 (currently at 39%). We are committed to cultivating all our talent, both female and male, and realizing the wealth of potential we currently have within our ranks. We recognize these efforts – and others in development – will take time and other resources in order to have the desired impact. We will do more because it is the right thing to do.

## The actions we are taking to address our gender pay gap include:

### Leadership and Development Programs

- We launched two major leadership development programs in September 2017, targeted at both experienced and new leaders. These events were attended by a high proportion of our up and coming female Managers. In 2018, 145 female managers attended The Leadership Challenge which represented 45% of the total participants. The First Mile Program had 60 new female managers participate, which represented 32% of the total participants in 2018. In addition, we will highlight the behaviors of people managers who champion female talent and create programs to increase those behaviors among all managers

### Women at Clarivate

- In 2018 we launched Women at Clarivate, a global employee resource group targeting women in our organization with the primary purpose of creating a sense of community, developing a shared support network and providing opportunities for women in senior roles to connect and act as development role models with more junior female employees.
- We established 10 local chapters in 2018 and will expand to additional Clarivate sites. We will expand our global footprint to offer quarterly workshops to our chapters that focus on building the necessary skills for women to continue to develop in the workforce.
- Women at Clarivate kicked off the year by establishing a strong leadership team and by celebrating International Women's Day across the globe. Events ranged from a moderation on Women in STEM to volunteering at local women's organizations.
- In addition to supporting women within our ranks, we are going to expand our networking opportunities with women outside of Clarivate through attendance at external events, volunteering opportunities, and meet-ups.
- Despite the fact that experts are predicting a very slow improvement in gender pay equity, all of us have a role to play in creating an environment where women feel they can exceed and contribute.

### Talent Management

- In the first half of 2019, we will launch a Succession Planning/Talent Review process across Clarivate. The objective is to strengthen our talent "pipeline" to ensure we have the talent to support our strategy for growth. This process will allow us to identify women who currently hold critical positions, who their back-up may be, and to identify female high-potentials and provide them exposure and profile through meetings, presentations, or project or committee work as part of their individual development plans. This talent review will provide us with the baseline data needed to create targets for female development within the business

### General Policies and Practices

- We will continue to work with all our employees and recognised UK Union – Unite to consider ways in which we can further decrease the gender pay gap, where it is relevant and appropriate to do so, and to report on actions taken.

I confirm that the gender pay gap data contained in this report is accurate



Andrea Degutis  
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**Clarivate Analytics**  
 April 2019