

Clarivate Analytics UK Gender Pay Report 2017

April 2018

Introduction

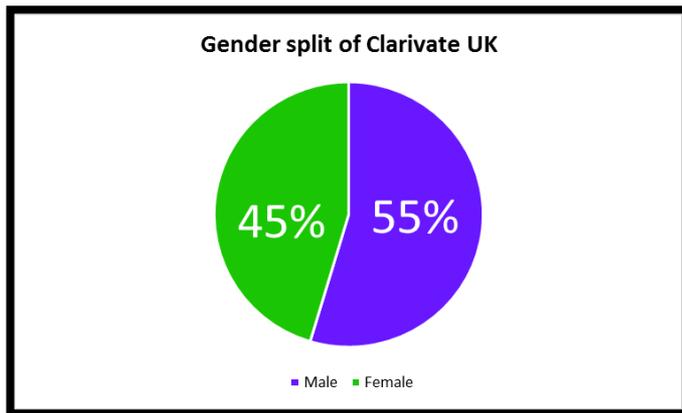
It is now mandatory for organisations with more than 250 employees in Great Britain (GB) to publish their data report on the Gender Pay Gap. This report reflects the required information for Clarivate Analytics, covering payroll information up to and including April 2017.

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

About Clarivate Analytics

 **4,379 Global employees**

 **465 of which are based in the UK***



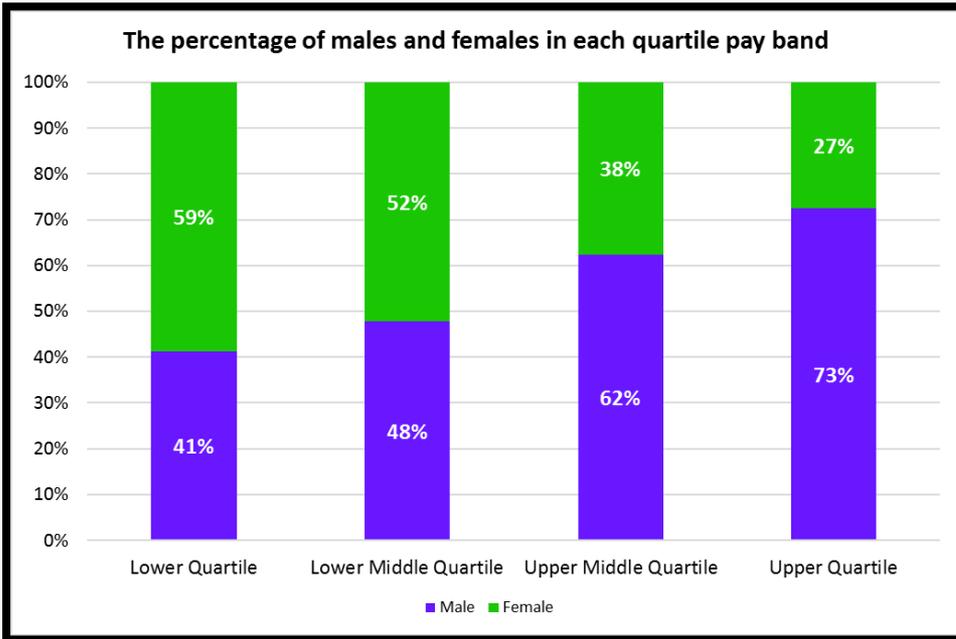
* Based on April 2017 Data

Our Gender Pay Gap

Women's hourly rate is 15.02% Lower (Mean) 20.07% Lower (Median)

Women's bonus pay is 34.29% Lower (Mean) 49.02% Lower (Median)

Who received bonus Pay 92.52%  of Men 87.68%  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 2017. 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 6 April 2016 and 5 April 2017 to all individuals employed in April 2017. 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.

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.

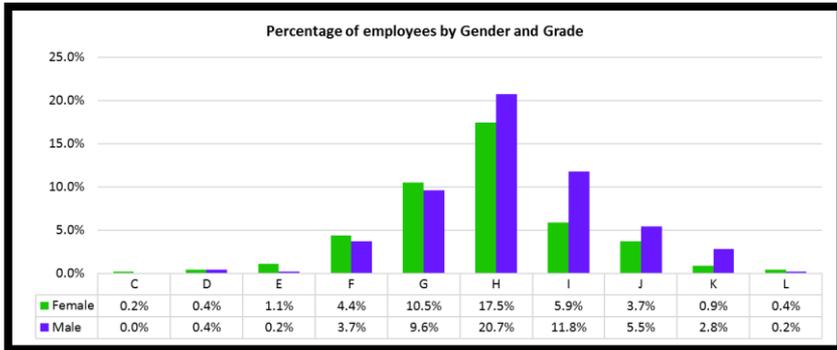
The **median** relates to the midpoint when the values by gender are ranked from lowest to highest

Why do we have a Gender Pay Gap?

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

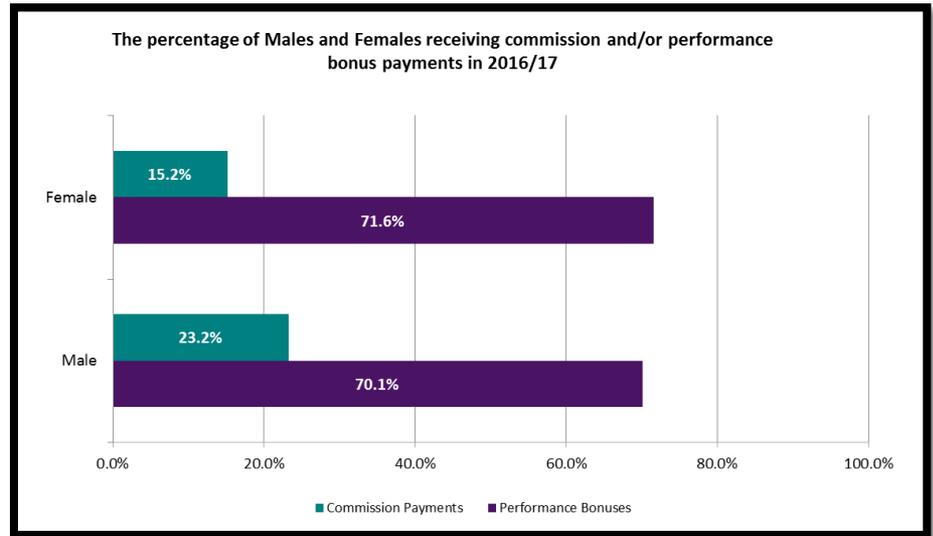
Employee distribution

- A higher proportion of women than men in our more junior roles
- Fewer women than men in our senior and management roles

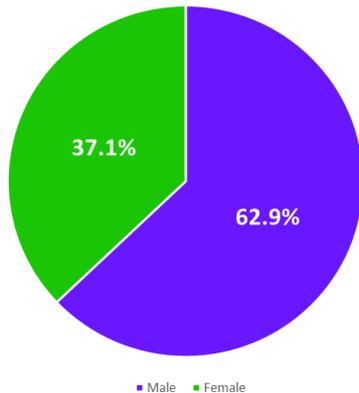


Bonus potential of roles

- Whilst roughly equal percentages of our male and female employees receive a bonus, as more senior roles are performed by men than women, men also have a larger overall bonus potential.
- In addition, we have more men in our sales roles, which typically have higher bonus earning opportunities in the form of commission payments



Percentage of Male and Female at Senior Management Level (Grades J to L – UK Population Only)



In 2017, of those eligible 44% of females and 43% of males received a commission payment

What are we doing to close the Gender Pay Gap?

At Clarivate, we understand the importance of having a diverse workforce. Research shows us that companies which retain and attract women to leadership positions are more successful than those that do not. We are committed to cultivating our talent, both female and male, and realizing the wealth of potential we currently have within our ranks and ultimately, we want to do more because it is the right thing to do.

Some of the measures we are taking to address our gender pay gap are:

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

Women at Clarivate

- In March 2017 we launched Women at Clarivate, a global employee resource group initiative targeting women in our organisation 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 launched a mentoring initiative in November 2017 with the objective of matching women in more junior roles with senior leaders in our organisation
- Future initiatives we are exploring are an annual talent review process with a focus on helping female employees identified with strong potential create individual career development plans

Recruitment

- We are delighted that following the reporting period, a number of our recent high level senior appointments have been female and we hope will act as role models for others.
- In our recruitment interview training, we have highlighted the need to use structured interview methodology and only job-related questions to ensure we hire without bias. In addition, after we finalize the training for interviewing, we will be rolling out the end to end hiring process (revising the job entry and working to streamline other steps in the process) and we will be measuring each recruiter's commitment to ensuring a diverse candidate slate

Review our Reward and Grading Structure

- During 2018 we are committed to reviewing our current pay, bonus and grading structures not only to ensure they are relevant for the Clarivate business strategy but also ensuring they remain fair and equitable. In addition, the analysis required to support this, will enable us to further identify any key drivers of the gender pay gap and ways in which we can start to reduce this.

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
Senior Vice President, Human Resources
Clarivate Analytics

April 2018