



# 2020 U.K. Gender Pay Report

October 2021

Global HR

5 October 2021

## Introduction

Since April 2017, it is mandatory for organizations with more than 250 employees in the United Kingdom (U.K.) to publish their data report on the U.K. Gender Pay Gap. This report reflects the required information for Clarivate, covering payroll information, for employees in the U.K., up to and including April 2020.

The U.K. Gender Pay Gap is a measure of the difference between the average salaries paid to men and women, across an organization, in the U.K. 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.

At the time of reporting, Clarivate employed 398 people in the U.K. This excludes colleagues from Decision Resource Group (DRG), which was acquired by Clarivate in March 2020, due to insufficient access to bonus data for the year preceding the acquisition.

# Our U.K. Gender Pay Gap

## 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 2020.
- 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

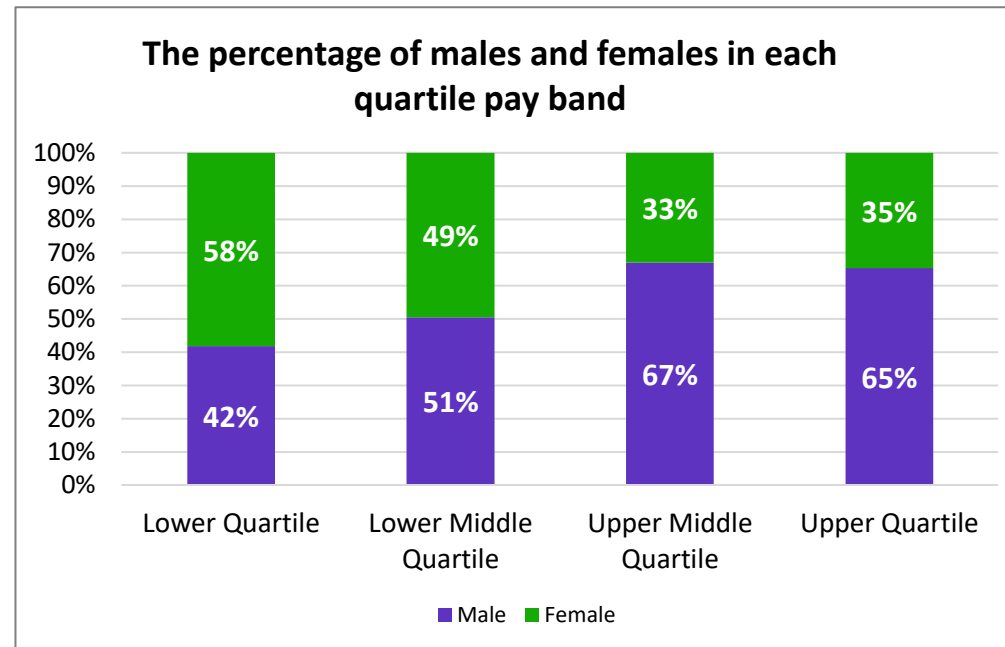
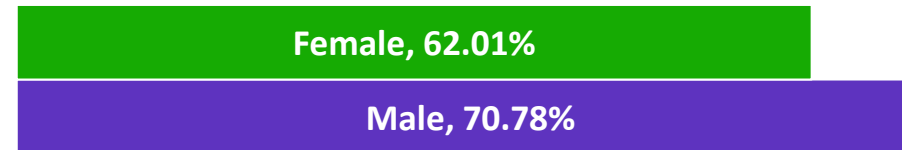
- The bonus gap is calculated based on the bonuses paid during the period April 2019 and March 2020 (inclusive) to all individuals employed in April 2020.
- The data includes, AIP/EIP, commission, one-time payments, retention and discretionary (unless in relation to redundancy) bonuses.
- The amount used is actual paid and not adjusted to reflect any pro-ration for part-time working, leaves of absence or joiners during the year.

## About Mean and Median

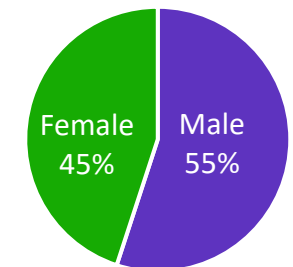
- The mean (average) provides an overall indication of the gap by adding together all the values for the gender group and dividing by the total number of employees by gender.
- The median relates to the midpoint when the values by gender are ranked from lowest to highest.

	Mean		Median	
Women's hourly rate is	26.00%	Lower	18.00%	Lower
Women's bonus pay is	48.00%	Lower	13.00%	Lower

## The proportion of males and females receiving a bonus payment (%)

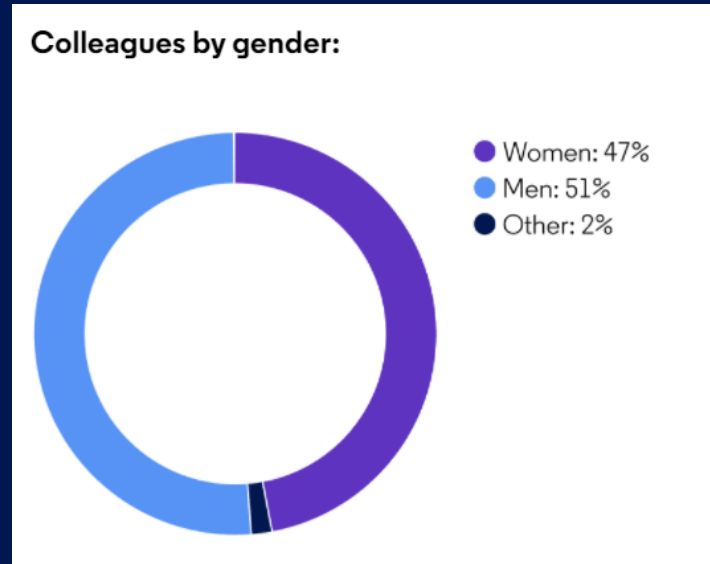


## Gender split of Clarivate U.K.



# Global workforce 2020

Clarivate is a global company and at the time of this reporting the UK colleagues represented 10% of the total population.



We strive to attract and retain a diverse, talented, and gender-balanced workforce around the world.

Colleagues by gender:

APAC



● Women: 46%  
● Men: 51%  
● Other: 3%

EMEA



● Women: 51%  
● Men: 47%  
● Other: 2%

South America



● Women: 44%  
● Men: 56%  
● Other: 0%

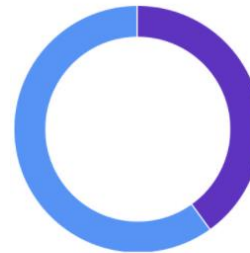
North America



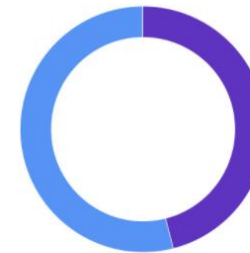
● Women: 38%  
● Men: 62%  
● Other: 0%

Proportion of women/men receiving bonus:

● Women: 40%



● Men: 46%



**53%**

of our Science organization are women

**22%**

of tech colleagues are women

# A global approach

Propelling diversity, equity, inclusion and belonging with action.

We have taken our commitment to diversity, equity, inclusion and belonging to a whole new level. Taking a holistic and global approach, we recognize the importance and value of partnerships and collaboration in truly advancing these effort.

Clarivate is now signatory to the UN Global Compact, CEO Action for Diversity & Inclusion, UN Women's Empowerment Principles, UN SDG Ambition and the UN Target Gender Equality programmes. We have launched the Clarivate Diversity Council, with specific goals to advance gender equality - UN sustainable development goal number five.

We also recognize the importance of full data and transparency. Our priority is to build a strong foundation of complete people analytics, including a global roles framework. This will provide complete data visibility to further accelerate actions for improvement and to close the gender pay gap at all levels where a gap exists.

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As a global organization we are committed to gender diversity on a global basis.



# Taking action

Gender equity and equality is more than just pay, it is about the entire colleague experience.

<b>Women @Clarivate Colleague Resource Group</b>	<p>At Clarivate, we are cultivating an environment in which women and those that identify as female flourish. Women@Clarivate is a global colleague resource group that is committed to creating a sense of community, developing a shared support network and providing opportunities for women in senior roles to connect and act as role models for more junior female colleagues. Clarivate champions women of all backgrounds who dare to innovate, lead and uplift others towards a more equal and inclusive workplace.</p> <p>We are 15 chapters strong, including an active U.K. chapter. We host many local as well as virtual global events and activities, where passionate colleagues work tirelessly to provide year-round programming that educates, enlightens and encourages women and allies within our company.</p>
<b>Celebrating female talent</b>	<p>In celebration of International Women’s Day, throughout the month of March, events are held in person and virtually. Further, we amplified some of the female leaders in our intellectual property business’s voices and their pledges for equality.</p> <p>Annually, we recognize four outstanding women who excel at upholding our Women@Clarivate mission and values, with our Clarivate annual awards program.</p>
<b>Diversity is part of a sustainable culture</b>	<p>As part of increasing our transparency, in April 2020, we published our inaugural Sustainability Report, which includes more information about Women@Clarivate, our 2021 goals, as well as diversity related metrics and global pay data for men and women. Learn more about Women@Clarivate actions, goals and progress via our blog posts and <a href="#">Sustainability website</a>.</p>
<b>Talent management</b>	<p>In 2020 we launched a program to identify High Potential and High Professional colleagues. The primary objective is to strengthen our talent pipeline to ensure that we have the talent to support our strategy for growth. Women represented 38% of High Performing pool of colleagues. This process continues to allow us to identify women currently in critical positions and who their back-up may be, to identify high-potential women and provide them exposure through meetings, presentations, project or committee work as part of their individual development plans.</p> <p>In 2020, we introduced an Inclusive Interviewing program. This training series provides long-term benefits and aligns with our people first values and sustainability objectives, including:</p> <ul style="list-style-type: none"><li>• Guidance on new ways of building teams with measurable actions designed to weave diversity and inclusion throughout the fabric of our corporate culture.</li><li>• Best practices for interviewing, including managing bias and demonstrating inclusion.</li></ul>
<b>Leadership and development</b>	<p>Building on the success of our leadership development programs in 2019, we offered more opportunities for development going into 2020.</p> <p>In 2020, women represented 51% of the participants in these instructor-led courses. The “Leadership Contract” and “The First Mile” programs experienced increases in female participation year over year.</p>
<b>General policies and practices</b>	<p>We continue to review and normalize our pay, bonus and grading structures. As part of this we are committed to working with all colleagues to ensure our reward framework not only supports our business strategy, but that it is fair and equitable globally.</p>
<b>Global roles framework</b>	<p>In late 2021 we will commence work on a Clarivate global roles framework, the completion of this in 2022 will enable us to refine our reporting further and enable us to understand specific areas we need to focus on to close the gender pay gap.</p>

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



A handwritten signature in blue ink that reads "Julie Wilson".

Julie Wilson  
**Chief People Officer**  
**October 2021**