



OLIVER

2018 Gender Pay Gap Report



What is the gender pay gap?

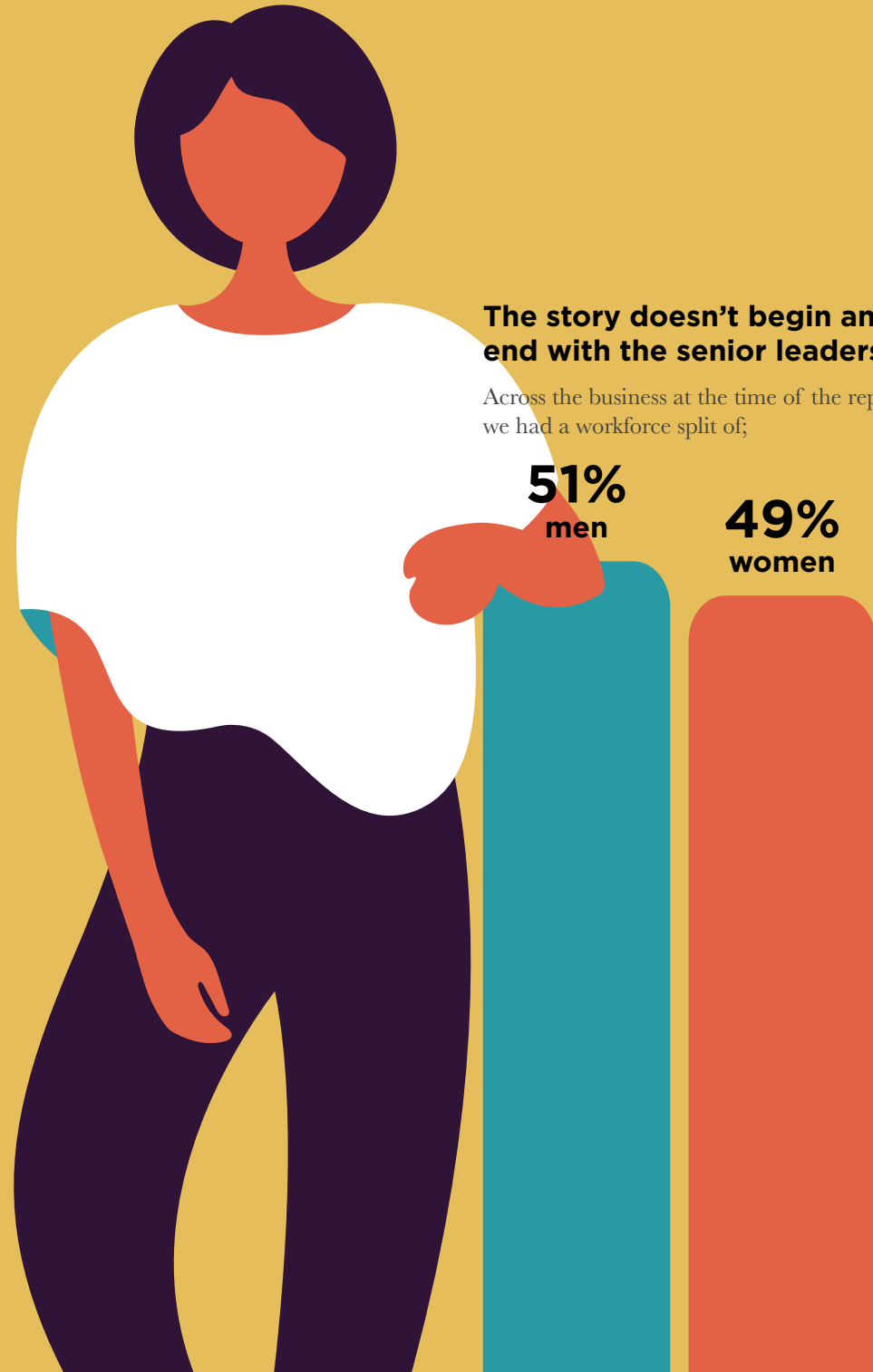
A gender pay gap is a measure of the difference in the average pay of men and women across an entire organisation, regardless of the nature or level of their work. It highlights the different number of men and women across all roles. It is different from an equal pay comparison, which involves a direct comparison of two people or groups of people carrying out the same work or work of equal value.

We are pleased to have seen a 22% improvement on 2017's figures.

Whilst our work here is not complete, it is good to see that our efforts to close the gap is working.

What have we done to reduce the gap?

In 2018 we hired a number of senior females in senior roles, including People Director, General Counsel, and Global Client officer to name a few. Sharon Whale joined as UK Group CEO in 2016 and has since committed to hiring senior women into senior roles where possible. Our UK leadership team has a total of 12 individuals of which 5 are women and 7 are men.




The story doesn't begin and end with the senior leadership.

Across the business at the time of the report we had a workforce split of;

What's causing the gap?

The figures are calculated taking into account bonus pay which includes any additional pay relating to commission, productivity or performance, when in the form of money or vouchers. In our case, the vast majority of bonus pay is in the form of commission, a large proportion of the growth of our business has been in the form of new business. In 2018, we paid commission to 4 women and 8 men.

What are our plans to reduce this further for 2019?



We have recognised that we don't have enough Senior Women in Creative roles. This year we have participated in the **Creative Equals Returnship** programme to start to bridge this gap. We are undergoing an exercise currently to ensure that there is pay equality at all levels of our organisation and we are using tools such as Assess First to help us reduce any bias that might exist during the recruitment process.

GPG Results in Detail

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Employees by pay quartile

Female ●
Male ●

Upper: 75-100% of full-pay relevant employees



Upper middle: 50-75% of full-pay relevant employees



Lower middle: 25-50% of full-pay relevant employees



Lower: 0-25% of full-pay relevant employees



Difference
in bonus pay

Mean
78.7%

Median
47.4%

Difference in
hourly rates
of pay

12.3%
Mean

0.3%
Median

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