

CPM

INSIGHT

INFLUENCE

SALES

GENDER
PAY GAP
REPORT



2018

For CPM United Kingdom Ltd

INTRODUCTION

What is the gender pay gap?

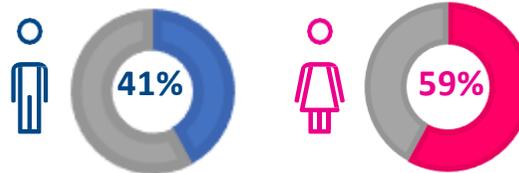
Under new legislation that came into force in April 2017, UK employers with more than 250 employees are required to publish their Gender Pay Gap.

The Gender Pay Gap looks at the overall pay of men and women, without taking into account their roles or seniority. This means that the Gender Pay Gap does not provide any insight into Equal Pay, which is the requirement to pay men and women equally for work of equal value.

Below: CPM supporting International Women's Day in March 2019



Gender split of CPM employees:



As at April 2018

'We're a people business so having great people practices and a diverse workforce we know is key to our success. We are proud to be able to offer a wide variety of roles with varying flexible working patterns for both males and females and we are immensely proud of our balanced gender workforce which is extremely rare within the sales industry. It is hugely important to us to provide all our employees with the opportunity to balance work with other aspects of their lives. For me personally, I am passionate about championing women in leadership and taking an active part in fostering a culture that encourages, nurtures and develops females in senior roles'.

Karen Jackson
Managing Director



Legislative requirements

- All UK companies with 250 or more employees on 5 April 2018 are required to publish specific gender pay information:
 - Mean and median gender pay gap
 - Mean and median gender bonus gap
 - Proportion of males and females receiving a bonus
 - Proportion of males and females by quartile pay band
- Figures for each legal entity with at least 250 employees on 5 April 2018 must be calculated and reported separately
- The mean and median gender pay gap is based on hourly rates of pay as at 5 April 2018
- The mean and median gender bonus gap considers bonus pay received in the 12 months leading up to 5 April 2018
- Pay quartiles look at the proportion of men and women in four pay bands when we divide our workforce into four equal parts

WHAT IS OUR GENDER PAY GAP AT CPM?

Our mean and median pay gaps are 16.2% and 8.0% respectively
These compare to mean and median figures of 17.1% and 17.9% for the UK*

*From the Office of National Statistics, 2018 data

Mean and median gender pay gap

The mean gender pay gap is the difference in average hourly rates of pay that male and female employees receive. This gives an overall indication of the gender pay gap by taking all hourly rates of pay and dividing by the total number of people in scope.

The median gender pay gap shows the difference in the midpoints of the ranges of hourly rates of pay for men and women by ordering individual rates of pay from lowest to highest and comparing the middle value.

At CPM, our mean gender pay gap for hourly pay is 16.2% meaning that when taking into account all levels of employees, the hourly rate is 16.2% lower for women.

The median gender pay gap for hourly pay is 8.0%.

Mean
Gender Pay Gap:
16.2%

Median
Gender Pay Gap:
8.0%

Our overall Gender Pay Gap figure is predominantly driven by the fact that we have an overrepresentation of women in the lowest paying roles, and whilst we have a female dominated Board and Senior Management Team, also included in our figures are the senior global executive team which are currently male dominated

Mean and median gender bonus gap

The mean gender bonus gap is the difference in mean bonus pay that male and female employees receive.

The median bonus gap shows the difference in bonus pay received by the middle woman compared to the middle man.

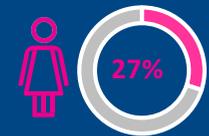
The bonus gap is calculated only from actual bonuses paid. It makes no account for part time workers and, if someone received no bonus, they are not considered in either the mean or median figures. We have more women than men working part-time.

The proportion of both males and females who received a bonus payment in the 12 months up to April 2018 is lower than in the previous year due to non-payment of the Company wide bonus scheme. Those who did receive a bonus in the 12 months to April 2018 were predominantly on specific client determined schemes. Those particular campaigns typically attract more males than females. This therefore affects our figures.

Mean
Gender Bonus Gap:
4.5%

Median
Gender Bonus Gap:
30.2%

Proportion of employees receiving a bonus:

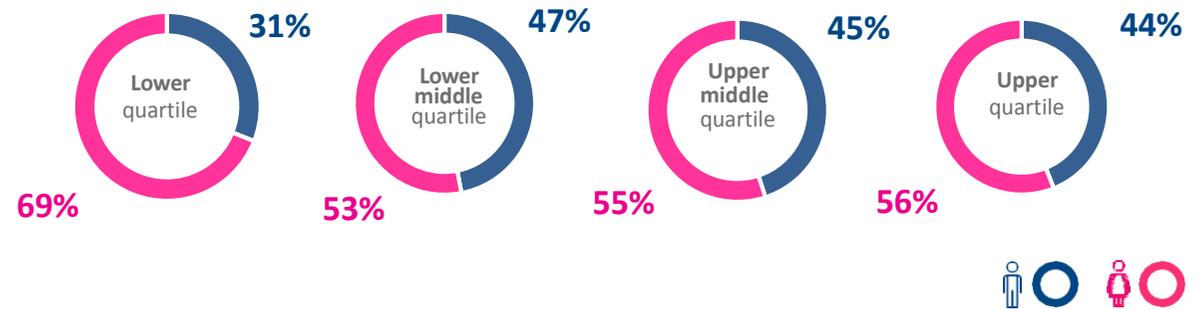


WHY ARE THERE DIFFERENCES?

- The proportion of males vs females across all pay quartiles reflects our diverse and balanced mix of male and females across all levels within the business, and in particular a strong representation of women in management and UK senior leadership roles.
- CPM UK's senior leadership team is made up of 65% women, with an equal split of men and women sitting on the Board and being led by a female Managing Director. We believe this demonstrates our ability to attract, develop and retain a healthy gender split at all levels within the business.

Proportion of males and females by pay quartile

This is the percentage of male and female employees in four quartile pay bands, (dividing our workforce into four equal parts).



Looking at each quartile, the pay gap is as follows:

| Lower quartile: | Lower middle quartile: | Upper middle quartile: | Upper quartile: |
|-----------------|------------------------|------------------------|-----------------|
| 7.3% | 4.6% | 6.3% | 16.1% |

The pay gap at the upper quartile has been affected as the UK figures include the global executive team who are currently predominantly male.

OMNIWOMEN UK

To underscore our commitment to a gender inclusive environment, we are part of the **omniwomen** initiative.

In the UK we have supported an Annual Summit since 2015, a forum where our future female leaders find inspiration and mentorship.

Our goal with this event and its subsequent follow up sessions, known as basecamps, is to foster an environment where women feel they do not need to conform to “traditional” leadership stereotypes to be successful, but instead can be themselves, bringing their own leadership skills and attributes to our companies.



We believe in programmes and initiatives that attract the best talent and foster a culture that gives our people the opportunity to succeed.



The Omnicom People Engagement Network (OPEN)

The umbrella group for all official Omnicom ERGs and D&I activities. It’s important to us that our people encompass diverse backgrounds, experiences and perspectives and so OPEN, and its respective groups, work to foster an inclusive and engaging work environment as well as increase networking and business opportunities. Not only is this the right thing to do, but it encourages fresh ideas and thoughts that stimulate creativity and provide outstanding innovation.



At CPM we are proud of our Talent initiatives and the focus we place on investing in our people, based on merit and equal opportunity. We support this through a range of internal development practices and programmes, including our award winning management and leadership programmes. We currently promote 60% of our managers from within and it is our goal to increase this to 70% and our current demographics show a healthy proportion of women in management and leadership positions.



Omniwomen

Founded 2014, is dedicated to promoting networking and career opportunities for, and developing the skills of, Omnicom’s future female leaders. There are chapters all over the world, including New York, China, the UK and Germany, to name a few!



OPEN Pride

Founded in 2016, promotes awareness, acceptance and advocacy by creating opportunities for leadership, visibility, community involvement, networking and business. Through its global chapters, OPEN Pride works to foster an inclusive and engaging work environment for Omnicom’s LGBTQ+ community and its allies.



Hester, Alexa Follow – March 8 at 09:25 AM

Happy International Women's Day! Jackson, Karen has written an article about this years theme 'Balance for Better' - take a look here...

<https://www.uk.cpm-int.com/blog/post/balance-for-better/>

cc: Jackson, Karen



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CPM United Kingdom Ltd ACTIONS MOVING FORWARD

A great day ahead with some inspirational women in our business. We can do this
#internationalwomensday



Diversity and Flexible Working

As we move forward, particularly within a world of increasing diversity and a change in work expectations, we are committed to embracing diversity and will continue to promote flexible working wherever possible at CPM. We will be taking part in the Omnicom-wide diversity census so that we can better understand our people and ensure we can deliver targeted change to our workplace.



Career Development

We will work hard to understand the challenges that our women face in their careers, including balancing successful careers with family commitments. Our mentoring programme is already helping support women to progress their careers. We are supporting University based research into Resilience and Women in Leadership so that we can have the best practice and insight into developing more female senior leaders in the future.



Recruitment and Attraction

Our new Recruitment strategy is well established now and ensures from the start of the journey, we are attracting and selecting a diverse and high calibre of employee. This includes ensuring our advertising and selection processes are free from gender bias which is giving us 42% more applicants on average. We will also be introducing unconscious bias training for all hiring managers.