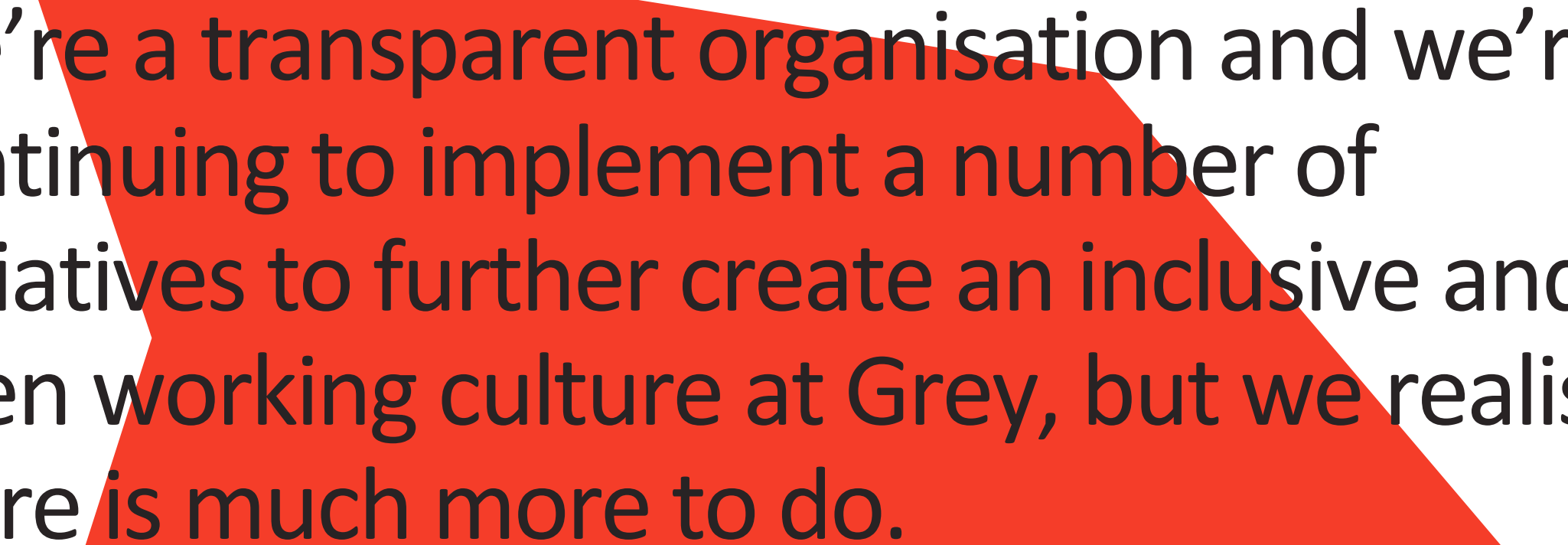


March 2021

GENDER PAY GAP REPORT 2019 & 2020

Grey London

As an equal opportunities employer, Grey London believes in the importance of diversity and equality within our workforce.



We're a transparent organisation and we're continuing to implement a number of initiatives to further create an inclusive and open working culture at Grey, but we realise there is much more to do.

We can confirm that the information within this report is accurate and prepared in accordance with the Equality Act 2010 (Gender Pay Gap Information Regulations 2017).

Laura Jordan Bambach, President and Chief Creative Officer

What is gender pay gap reporting?

Under UK law all companies with more than 250 employees must publish the gender pay gap within their organisation.

It measures the difference between the salaries of men and women, irrespective of roles or seniority.

The gender pay gap is the difference in hourly rate of pay between all men and women in an organisation at the snapshot date of 5 April.

The figures in this report do not look at equal pay, which is a legal requirement in the UK for people carrying out the same work to be paid equally, regardless of gender.

The
Info.



What information is required?

- The mean and median pay gap between men and women.
- The mean and median bonus pay gap between men and women.
- The proportion of men and women getting a bonus.
- The proportion of men and women in each pay quartile of the company.

The data for each report is taken from the same snapshot date each year, which is 5 April.

NB: The **median** figure is calculated by finding the number in the middle of the highest and lowest salaries.

The **mean** figure is calculated by adding all the salaries together and dividing it by the number of people to give an average.

Gender pay gap report



2019 GENDER PAY GAP REPORT

Mean Gender Pay Gap (Difference)	Median Gender Pay Gap (Difference)	Mean Bonus Gender Pay Gap (Difference)	Median Bonus Gender Pay Gap (Difference)
35.93%	31.67%	8.24%	0.0%

Quartile 1 (Lower Quartile)		Quartile 2 (Lower Middle Quartile)		Quartile 3 (Upper Middle Quartile)		Quartile 4 (Top Quartile)	
MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
39%	61%	36%	64%	52%	48%	66%	34%

% proportion of men getting a bonus	% proportion of women getting a bonus
36.8	19.5

2020 GENDER PAY GAP REPORT

Mean Gender Pay Gap (Difference)	Median Gender Pay Gap (Difference)	Mean Bonus Gender Pay Gap (Difference)	Median Bonus Gender Pay Gap (Difference)
21.84%	26.51%	0.52%	60.0%

Quartile 1 (Lower Quartile)		Quartile 2 (Lower Middle Quartile)		Quartile 3 (Upper Middle Quartile)		Quartile 4 (Top Quartile)	
MALE	FEMALE	MALE	FEMALE	MALE	FEMALE	MALE	FEMALE
40%	60%	40%	60%	46%	54%	65%	35%

% proportion of men getting a bonus	% proportion of women getting a bonus
12.28	8.51

OUR PROMISE

We're committed to closing the gap.

We recognise that fixing the gender pay gap isn't something that can be achieved overnight, but we're dedicating resources to make sure we're putting in place initiatives and programmes that develop and support more women into leadership roles.

Whilst we are pleased to see the mean & median gap reduce, we recognise that the bonus gap has increased from 2019 to 2020 and know there is more to do to address this.

Within Grey, we've established a Senior Management and People team whose responsibility will be to continually monitor and report on our progress. In addition, we're going to update the agency throughout the year and set KPIs so staff can hold us to account.

We're committed to making careers at Grey, and within advertising, as inclusive as possible. We know that creativity thrives in environments that celebrate diversity and we're dedicated to ensuring our workplace reflects this.

WHAT STEPS ARE WE TAKING TO REDUCE THE GAP?

1. We will publish internal data on our gender pay gap every six months.
2. We will continue to recruit using gender-balanced recruitment methods and build stronger partnerships with external agencies who can partner with us and facilitate inclusive hiring.
3. We have introduced an increased base salary for all roles across Grey to ensure we are paying competitively.
4. We have established clear salary bands across departments and will continue to review these on an annual basis to ensure they remain fair & competitive within the industry.
5. We have introduced a stronger diversity & inclusion strategy to Grey London, with a clear training & development plan for 2021 to reduce unconscious bias across the agency.
6. We have started to and will continue to promote more transparency around our promotion & pay review approach.
7. We will look to start a “returnship” programme for creative women in 2021.
8. We will continue to support flexible working for all across Grey London and will encourage the uptake of shared parental leave (where possible).
9. With WPP’s support, where open roles are available, we are able to promote people into those positions outside of the typical salary cycle.