

### INTRODUCTION

We know that diversity, inclusion and a gender-balanced workforce provide the platform for great creativity.

Under the UK Government's Gender Pay Gap Reporting Regulations, we need to report our gender pay gap annually.

This involves carrying out six calculations that show the difference between the average earnings of males and females within the organisation.

We collected our data on 5th April 2023, when our workforce consisted of 160 females and 331 males.

We have a mean gender pay gap of -4.4% and a median gender pay gap of -26.0% (the current national median pay gap is 7.7%), both favouring females.

This is because most of our females are represented in our upper pay quartiles and most of our males are represented in our lower pay quartiles.

We want to ensure that JCDecaux UK is a company where both females and males can succeed equally in all and any role that they wish to do, and we will continue to review all opportunities to make JCDecaux UK as diverse and inclusive as possible.



**Chris Collins**  
Co-Chief Executive Officer  
JCDecaux UK



**Dallas Wiles**  
Co-Chief Executive Officer  
JCDecaux UK

### GENDER PAY AND BONUS GAP

	Mean (Average)	Median (Middle)
Gender Pay Gap	-4.4%	-26.0%
Gender Bonus Gap	5.9%	-88.0%

#### Median Pay Gap

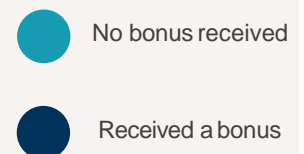
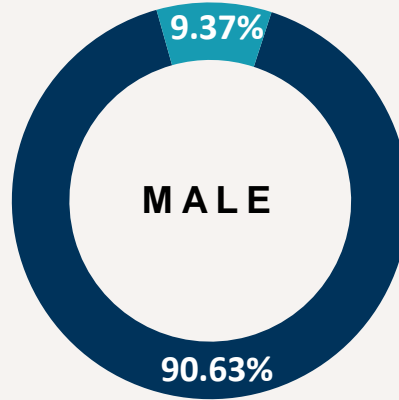
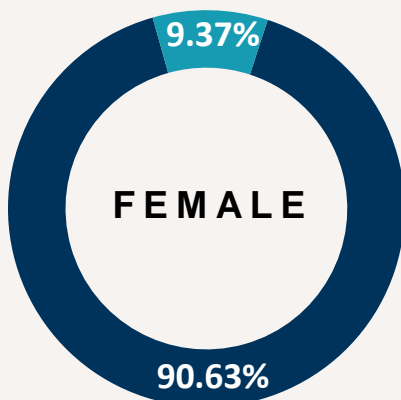
The median represents the middle point of a population. If you lined up all of the pay of females and all of the pay of males at a company, the median pay gap is the difference between the hourly rate of pay for the middle woman compared to the hourly rate of pay for the middle man.

#### Mean Pay Gap

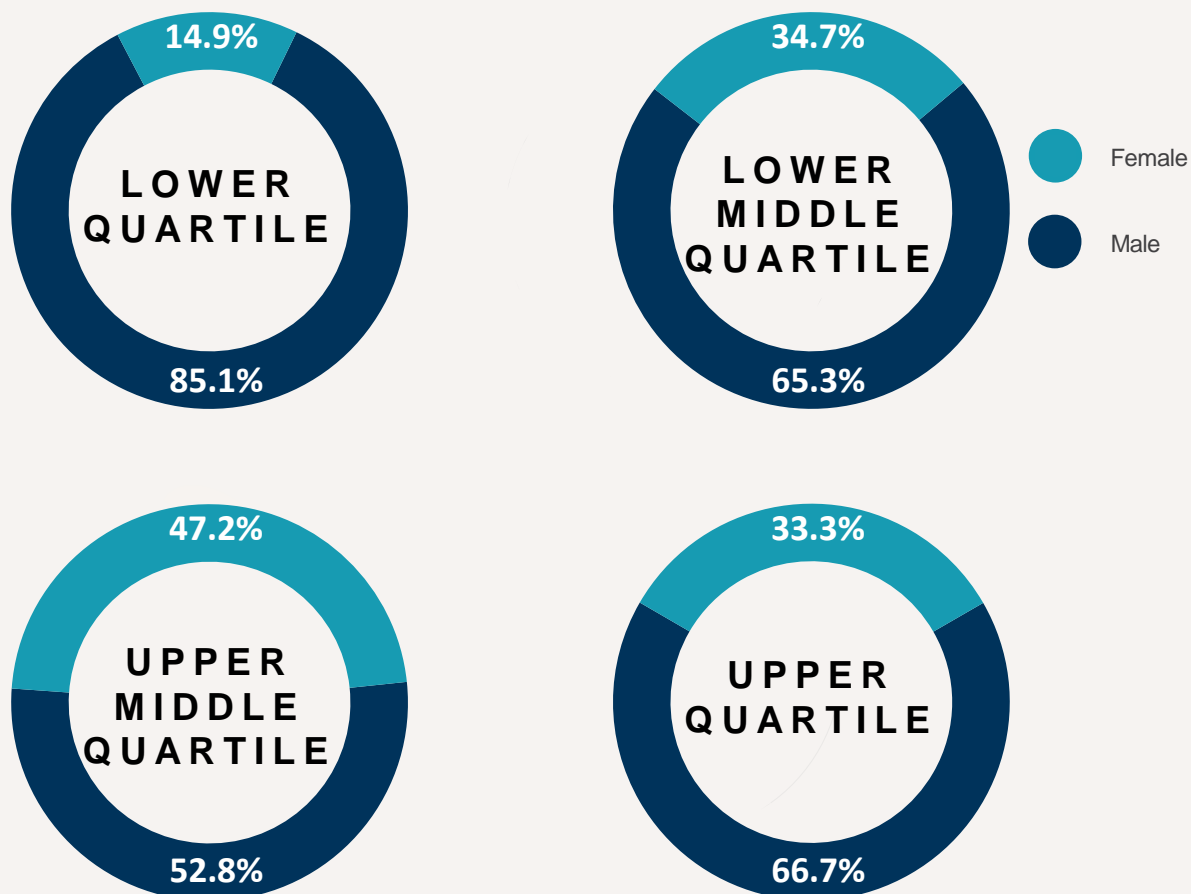
The mean gender pay gap is the difference between the average hourly rate of pay for females, compared to the average hourly rate of pay of males, within a company.

2022 – 23 bonus refers to annual and sales bonus schemes.

### PROPORTION OF EMPLOYEES RECEIVING A BONUS APRIL '23



## PROPORTION OF MALES AND FEMALES IN EACH PAY QUARTILE



## OUR PLANS TO CLOSE THE GAP

### ACTIONS COMPLETED IN 2023

- Encourage and attract females into roles which are perceived by many as traditionally male roles. We will do this through several different routes. Firstly, by ensuring our job adverts are attractive to female candidates and secondly to broaden our reach through a number of different avenues such as career fairs and number of partnerships with third parties. Improve females retention thereby increasing more skilled colleagues being included in skills pool for higher skilled roles.
- We also want to ensure that females are being put forward for more senior roles so wherever possible we will ensure that at least one female candidate is put forward for any leadership roles
- We are reviewing and implementing a new approach to optimising our talent internally which will focus on how everyone can progress their careers at JCDecaux.

### ACTIONS FOR 2024

For this year we want to continue from our efforts in 2023 and also commit to the following action;

- Using data to review and understand underlying issues.
- Enhance fertility benefits and support returning maternity leavers to improve female retention of skills and talents, therefore leading to more equal probability of senior management promotions.
- Additional health policy supporting hormonal health, fertility health and pregnancy loss.
- Continual commitment to previous year's pledge.