

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 men and women within the organisation.

We collected our data on 5th April 2022, when our workforce consisted of 130 females and 314 males.

We have a mean gender pay gap of -10.7% and a median gender pay gap of -47.0% (the current national median pay gap is 8.3%), 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
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GENDER PAY AND BONUS GAP

	Mean (Average)	Median (Middle)
Gender Pay Gap	-10.7%	-47.7%
Gender Bonus Gap	-8.8%	-91.1%

Median Pay Gap

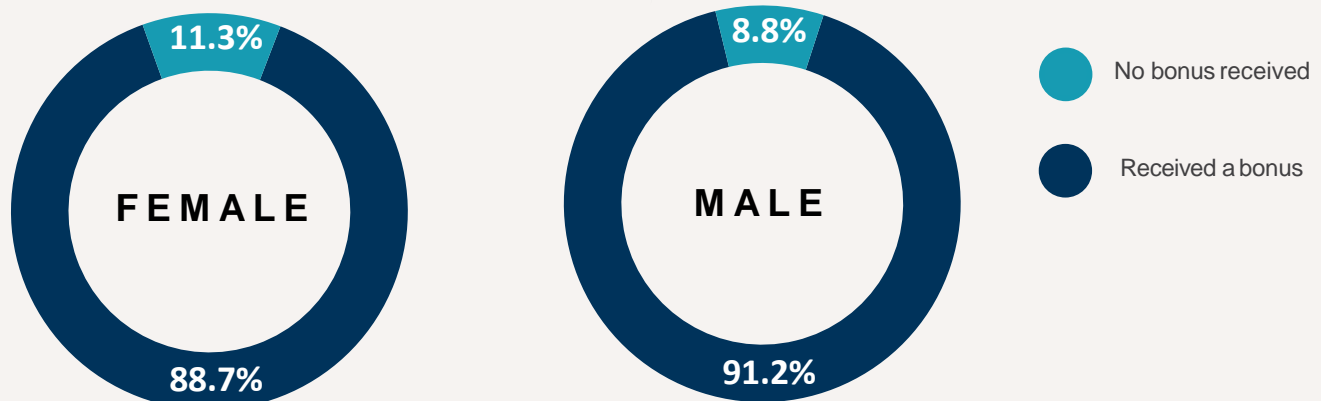
The median represents the middle point of a population. If you lined up all of the pay of females and all of the pay of males at a company, the median pay gap is the difference between the hourly rate of pay for the middle woman compared to the hourly rate of pay for the middle man.

Mean Pay Gap

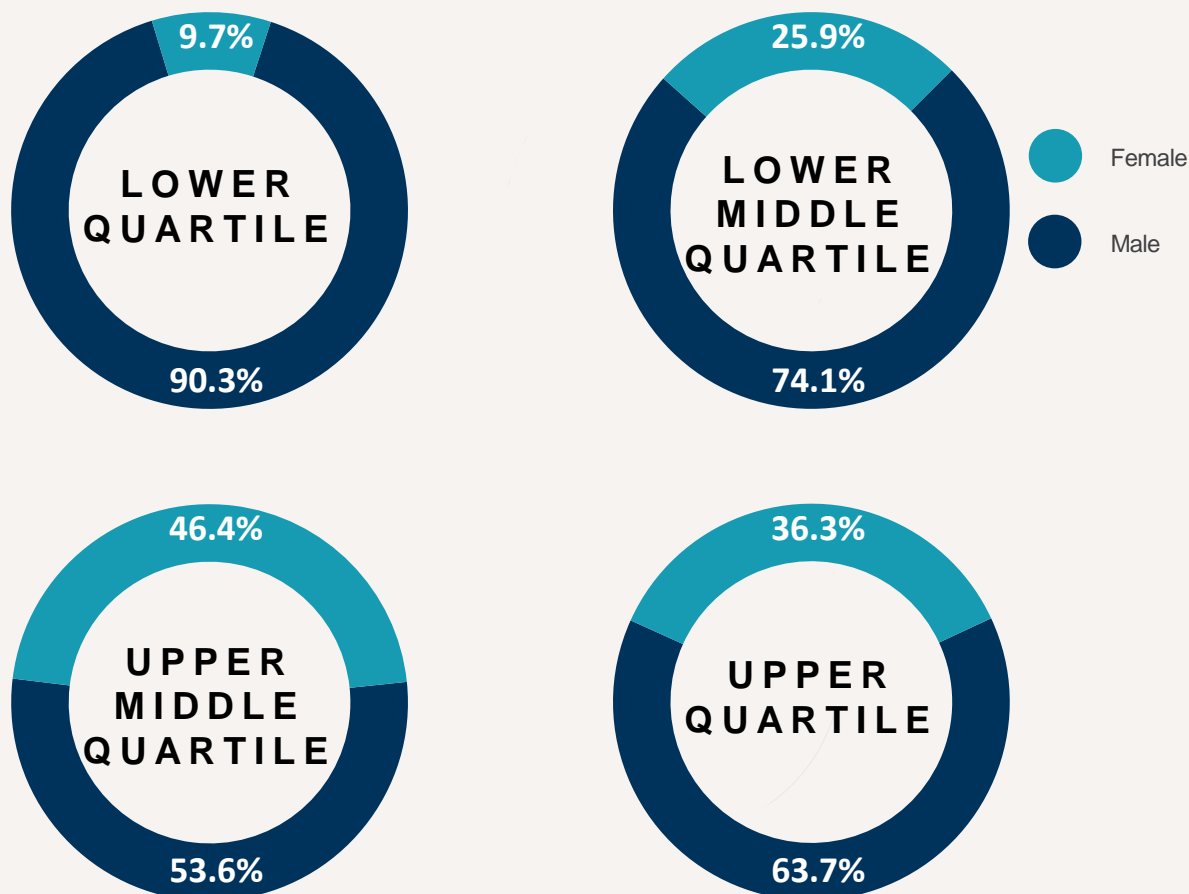
The mean gender pay gap is the difference between the average hourly rate of pay for females, compared to the average hourly rate of pay of males, within a company.

2021 – 22 bonus refers to annual and sales bonus schemes.

PROPORTION OF EMPLOYEES RECEIVING A 2021- 22 BONUS



PROPORTION OF MALES AND FEMALES IN EACH PAY QUARTILE



OUR PLANS TO CLOSE THE GAP

ACTIONS COMPLETED IN 2022

- We wanted to actively increase our colleagues' ability to have their voices heard and to therefore be able to impact decision making. We are running a series of facilitated meetings to encourage all colleagues to share their voice and opinions to shape the business for now and in the future.
- We wanted to continue to strive to increase the diversity of our colleagues, and in order to do this we have partnered with external job boards that champion diverse talent. We will also continue to assess our job adverts and job descriptions for any bias in language, through using a software tool.
- From our Belonging survey we also know how important learning and development is for our colleagues. We wanted to ensure that everyone has access to develop and importantly we also want to make sure everyone has access to a specific course on diversity and why it is so important to us here at JCDecaux UK.

ACTIONS FOR 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 a number of partnerships with third parties. By improving our female retention we will increase the number of more skilled colleagues being included in our 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 UK.