



HH Global Gender Pay Gap Report



Our commitment to equality, diversity and inclusion

At HH Global we foster a culture where all individual differences and diversity are encouraged. We champion equal rights and opportunities for everyone and take a clear stance on all forms of discrimination.

Our commitment to employees is the assurance of fair treatment and reward, irrespective of gender. We do not discriminate unlawfully and are free from bias, ensuring equal pay for equal value.



Nadia Pelekanos

Regional CEO - CEIMEA

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What is gender pay gap reporting?

In April 2017, new legislation was introduced whereby UK employers with more than 250 employees are required to publish their gender pay gap on a snapshot date of 5 April each year. This shows how large the pay gap may be between the mean and median pay of their male and female employees.

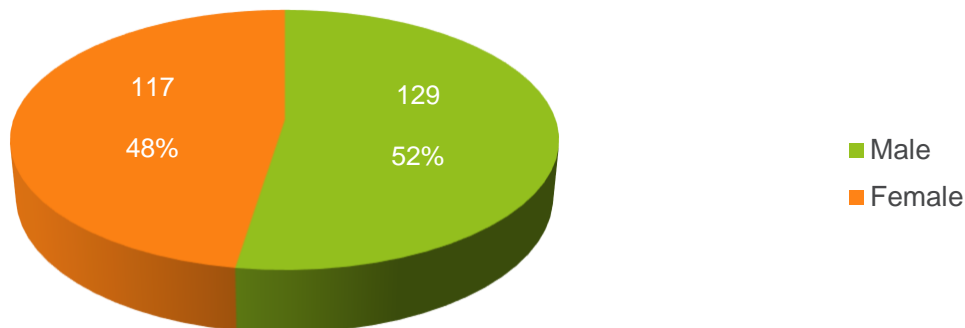
The following statement shows the gender pay gap and bonus gap at HH Global at the “snapshot date” of 5 April 2020 (for pay) and in the 12 months reference period to 5 April 2020 (for bonus). For 2020, employees who were on furlough leave in the relevant pay period are excluded from the gender pay gap calculations.

How is this different from equal pay?

Equal pay requires that men and women, who carry out the same or similar jobs or work of equal value, are paid the same. It is unlawful to pay people unequally because they are a man or a woman.

HH Global demographics

The gender split across HH Global UK is set out below. The number of male employees is minimally larger than the number of female employees which remains consistent with the previous year. If we include the employees that were on furlough leave, the number of male employees was 167 and the number of female employees was 185. Therefore a higher female population overall in HH Global UK for 2020.



HH Global gender pay gap calculations

The gender pay calculations are based on ‘ordinary pay’ which includes: basic pay, allowances and pay for leave. It does, however, exclude: overtime pay, out-of-pocket expenses and any interest-free loans (e.g. season ticket loans).

HH Global gender pay gap - mean and median

The HH Global mean and median gender pay gap is set out below. This is based on all relevant employees, including those working under a Service Agreement e.g. the HH Global, Global Board of Directors/Shareholders, based in the UK.

As a comparison, we have also set out the HH Global mean and median gender pay gap, excluding those working under a Service Agreement e.g. the HH Global, Global Board of Directors/Shareholders, based in the UK. We believe that this gives a more representative figure of the gender pay gap at HH Global.

The mean gender pay gap		The median gender pay gap	
National Average	15.5%	National Average	15.5%
HH Global	16.0%	HH Global	6.2%
HH Global (excl Global Board/Shareholders)	11.5%	HH Global (excl Global Board/Shareholders)	5.7%

Summary of HH Global gender pay gap - mean and median

- The mean and median gender pay gap has reduced compared to previous reporting years.
- For comparison, we have also shown this calculation without the HH Global, Global Board/Shareholders.

What is the mean and median gender pay gap?

- The mean is the average hourly rate gap for females against males. This is the difference between the average male hourly rate and the average female hourly rate divided by the average male hourly rate.
- The median is the mid-point of the hourly rate for females against males. This is the difference between the mid-point hourly rate for males and the mid-point hourly rate for females divided by the mid-point hourly rate for males.

Salary

Salary quartiles

	Total Employees	Females	Males	Females %	Males %
Upper quartile	61	25	36	40.98	59.02
Upper middle quartile	61	29	32	47.54	52.46
Lower middle quartile	62	28	34	45.16	54.84
Lower quartile	62	35	27	56.45	43.55

Summary of salary quartiles

- The upper and upper middle quartiles have more males than females overall.
- The higher number of males in these quartiles may be explained by the historic lean towards males within the print industry resulting in a higher level of industry experience and skills amongst males in senior roles.
- Over the last 15 years, more women have entered the industry, as it moves to a more inclusive environment. We envisage, overtime, that females who have entered the industry during this period will develop their industry experience and skills, thus making them as suitable as males for senior positions. This will result in closing the gender pay gap as it stands today.

Bonus

Who received a bonus?

Data of who received a bonus (split by gender) in the 12 months to the snapshot date (5 April 2020) is set out below.

	Total	Received a bonus	Did not receive a bonus	Received a bonus %	Did not receive a bonus %
Males	167	84	83	50	50
Females	177	80	97	45	55

Bonus gender pay gap

	Mean	Median
HH Global	54.2%	28.5%
HH Global (excl Global Board/Shareholders)	35.0%	25.5%

Summary of bonus gender pay gap

- At HH Global there is an even split between males and females receiving a bonus.
- Without the HH Global, Global Board/Shareholders the mean bonus gender pay gap shows that males are paid 35.0% more than females.

How are we moving towards a zero gender pay gap

- We are proud that our EIMEA Leadership Team now has a 60% representation of females based in the UK.
- The group of UK direct reports into the EIMEA Leadership Team is a population of 79. This population is made up of 32 males (41%) and 47 females (59%).
- With this platform to build on, we will continue to actively support our female employees to succeed and grow into senior positions across the business.
- We will continue to apply best practice as part of our hiring processes, thus shortlisting a diverse set of candidates in all roles.
- In 2019, we have introduced enhanced maternity pay which adds to our commitment to continue to build on our existing family friendly policies, consistently considering all flexible working requests.



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