

Euromonitor International gender pay gap report

*Reporting on data collected in the 12 months prior to the 5th
of April 2024*



At Euromonitor International, attracting, retaining and developing our talent is key to ensuring that we deliver culturally and commercially for all within our business and our clients. We have been focused on ensuring equity within our recruitment process and in development and progression opportunities for all. In 2024, we have maintained 50% female representation of women in senior leadership roles in the UK.

What is the gender pay gap

Our Gender Pay Gap calculation looks across all UK employees and provides detail on the gap between mean and median pay between men and women. The calculation does not consider the positions of employees in the organisation; however, it does ensure that the pay of part time staff is calculated on a full-time equivalent basis.

What is included

Pay: The pay calculation looks at the April 2024 payslip and includes all payments made in that month, so includes any proportionate commission or bonus payments made in April.

Bonus: The Bonus pay gap is calculated using the total variable pay made to an employee in the 12 payrolls between and including April 2023 and March 2024.



Our results

Our results show an increase in the overall pay gap but looking deeper into our data we have seen some positive shifts take place within our divisions. In all divisions except Consulting and Technology our pay gap is in favour of women, and this includes our sales division which has historically been a significant contributor to our pay gap.

Contributing factors to our 2024 pay gap come from both Consulting and Technology, due to having more men in senior roles than women. Historically, our consulting division has predominately had a greater male representation than women. Whilst we have increased female representation overtime, we still have a greater proportion of men in leadership roles. In the last few years, we have seen an increase in talent in our Technology division, and the data showed that, like Consulting, there are more men in senior technical roles than women.

Our bonus gap decreased in 2024 and the proportion of men and women receiving a bonus was close at 85% and 82% retrospectively.

Whilst the overall bonus gap decreased, we still have a gap because Consulting has more men in senior positions where more variable pay can be earned. In Technology the bonus gap is due to more men in senior and technical roles and in both divisions there are twice as many men as women.

Looking ahead, we remain committed to building a diverse and inclusive workplace. We also commit to continuing to monitor and analyse our data not just at recruitment but during promotions and progressions to ensure we understand how business decisions can impact representation across all levels of our organisation.

16.74%

Mean gender pay gap

13.79%

Median gender pay gap

8.54%

Mean bonus gender pay gap

12.98%

Median bonus gender pay gap



Declaration

We, Tim Kitchin — CEO, Nadia Strone — CPO and Adeife Onwuzulike — Global DEI Director, confirm that the information in this statement is accurate, and all data has been collated in accordance with the Equality Act 2010 (Gender Pay Information) Regulations 2017.

Tim Kitchin
Chief Executive

Nadia Strone
Chief People Officer

Adeife Onwuzulike
Global DEI Director