

WGEA Employer Statement – Reed Exhibitions Australia

RELX and our Divisions are committed to creating a great environment in which we work and to provide equitable treatment for our employees. We strive to foster an inclusive culture, free of bias and ensure that our policies are objective and that our leaders are equipped to make decisions that are based on data and that follow equitable practices.

The gender pay gap is the difference in average earnings between women and men in the workforce. It is not to be confused with gender pay equity, or the measure of assessing the pay of women and men who are in comparable jobs, which takes into account relevant factors that influence pay. The gender pay gap is a useful proxy for measuring and tracking gender equality across a nation, industry, or an organisation.

The gender pay gap can be influenced by multiple factors. Some of these contributing factors, as identified in the key findings by the Australian Government, include having a greater proportion of men than women in more senior, higher paid roles and a greater proportion of women than men in lower paid roles, having male dominated functions that have higher levels of pay and female dominated functions with lower levels of pay; fair access to promotions, training and hiring practices; and care, family and workforce participation. It is therefore important to ensure that we have an inclusive culture based on robust and data driven practices.

Reed Exhibitions Australia Pty Ltd has a median total remuneration gender pay gap (GPG) of 14.2% compared to 19.0% nationally:

All employees	2020-21	2021-22	2022-23	Australian National Picture: Median GPG
Median total remuneration	9.1%	8.9%	14.2%	19.0%
Median base salary	12.8%	9.4%	4.1%	14.5%

There has been a shift in the gender composition of the business, and a move to a more balanced gender split in management roles. More female employees are taking on either leadership roles (functional or exhibition management) or revenue generating roles.

The median base salary gap has closed over time, while median total remuneration has moved in both directions due to a change in senior leadership appointments.

There is a mix of gender at different levels within the organisation with varying experiences, and more females are employed in entry-level roles and then progress as their skillsets develop.

While there were more female employees appointed into both manager and non-manager roles (including promotions) than male employees in the 2022 calendar year, the pay mix had a greater impact on the total remuneration gap.

In an effort to continue to enhance our practices:

- We have introduced a global job architecture framework to categorise all of our jobs consistently across RELX and our employees have visibility of their own job level and to the job level of all job postings
- We have created market reference pay ranges based on a consistent method across all our Divisions and we strive to ensure that all our people are paid within the pay range for their role
- We regularly conduct external benchmarking to ensure our pay ranges are aligned to competitive local market pay rates
- We have introduced a consistent timeline and guidelines for reviewing pay during our reward cycle processes, taking account of market conditions and internal equity. Whilst we have not conducted a formal pay gap analysis, we use the reporting functionality in our HR system to regularly review pay data for comparable jobs

- We will continue to make data driven compensation decisions and review our company policies with gender as a focus area
- We offer the opportunity to work flexibly, removing a potential barrier for women and other groups to ensure that they can work with us
- We have introduced consistent Leave policies across all Divisions in Australia, including providing access to paid Parental Leave and Domestic Violence leave for all our employees in Australia
- We have run training and briefing sessions for our people leaders on inclusive hiring practices, performance management and managing the reward of their team members
- We facilitate several mentoring programs which invest in women specifically. These include: NetworX Women in Technology (RELX wide); Developing Talent for Gender Equality (Elsevier), Ignite and Accelerate Program (LexisNexis Risk Solutions, for senior leaders) and Women Connected (LexisNexis Risk Solutions). Through mentoring (including for employees who are returning from parental leave), role modelling, and shared experiences, our female team members are provided with guidance, encouragement, and support to nurture career aspirations, increase visibility, and continue self-growth. We leverage best practice across all business units for the benefit of all.
- As part of our broader Inclusion & Diversity strategy, we continue to support our Gender Equality Employee Resource Group who actively promote and aspire to advance our culture of inclusion through intentional, positive and conscious efforts that benefits our people. This is in addition to broader inclusion and diversity programs across the various business' units (e.g. Emerge and Evolve program in LexisNexis Risk Solutions)