

2019 Gender Pay Gap Report

OMD Group Limited



Introduction

Under new legislation that came into force in April 2017, UK employers with more than 250 employees are required to publish their gender pay gap.

What is the Gender Pay Gap?

The Gender Pay Gap looks at the overall pay of men and women, not considering their roles or seniority. This means that the Gender Pay Gap does not provide any insight into Equal Pay, which is the requirement to pay men and women equally for work of equal value. At OMD Group Ltd we are continually working to ensure that all our staff are paid fairly for the work that they do. OMD Group Ltd is required to carry out gender pay reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The report for OMD Group Ltd includes both Manning Gottlieb OMD and OMD, because we all fall under the same employing entity. We believe that by analysing our data we will be able to identify actions to help us improve our position further.

At OMD Group Ltd, we are committed to championing the influence of women in leadership as we understand that inclusion and diversity leads to greater business success.

Legislative requirements

- All UK companies with 250 or more employees on 5 April 2017 are required to publish specific gender pay information:
 - Mean and median gender pay gap
 - Mean and median gender bonus gap
 - Proportion of males and females receiving a bonus
 - Proportion of males and females by quartile pay band
- Figures for each legal entity with at least 250 employees on the snapshot date must be calculated and reported separately.
- The mean and median gender pay gap is based on hourly rates of pay as at 5 April 2019.
- The mean and median gender bonus gap considers bonus pay received in the 12 months leading up to 5 April 2019.
- Pay quartiles look at the proportion of men and women in four pay bands when we divide our workforce into four equal parts.

Declaration

I confirm that our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Tim Pearson, CEO OMD Group Ltd



What is our Gender Pay Gap at OMD Group Ltd?

The UK average Gender Pay Gap is 17.3%* and we are proud to report that OMD Group Ltd gender pay gap is 9.14% which is 8.16% lower than the national average.

Mean Gender Pay Gap:	Median Gender Pay Gap:
10.05%	9.14%

*From the Office of National Statistics, 2019 data

<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2019#analysis-of-the-gender-pay-gap>

Mean and Median Gender Pay Gap

The mean gender pay gap is the difference in average hourly rates of pay that male and female employees receive. This gives an overall indication of the gender pay gap by taking all hourly rates of pay and dividing by the total number of people in scope. The median gender pay gap shows the difference in the midpoints of the ranges of hourly rates of pay for men and women by ordering individual rates of pay from lowest to highest and comparing the middle value.

We have more female employees than male employees and the spread of men and women across our pay quartiles is quite consistent, although there is a slight overrepresentation of men in more senior positions.

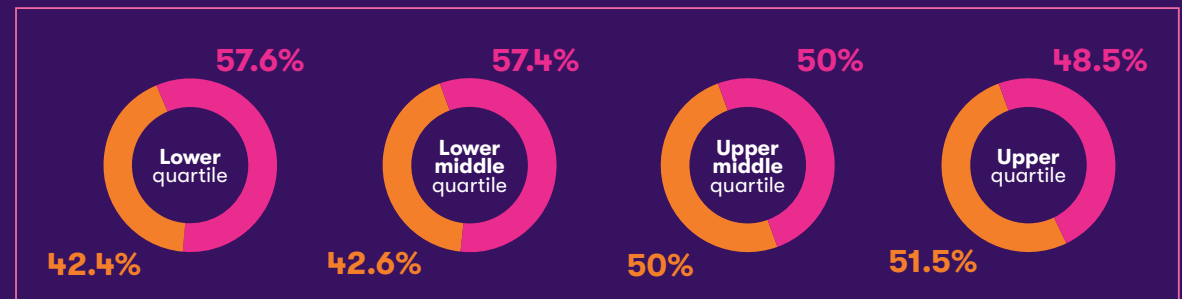
The median figure is seen as the more representative figure, and this is the figure used by the Office of National Statistics. This is because the median is not skewed or affected by extreme values, such as very high or low paid outliers.

Overall, our median gender pay gap for hourly pay is 9.14% so the median pay of men is slightly higher than the median pay of women.

Proportion of Males and Females by Pay Quartile

This is the percentage of male and female employees in four quartile pay bands, (dividing our workforce into four equal parts).

OMD Group Ltd



Mean and Median Bonus Gap

- The mean gender bonus gap is the difference in average bonus pay that male and female employees receive.
- The median gender bonus gap shows the difference in the midpoints of the ranges of bonus pay received by men and women. The bonus pay gap reported here is based on all bonuses paid in the 12 months before 5 April 2019, which was the FY18 bonus year.
- We are happy to report that our median bonus pay gap is zero. As we mention, this is generally considered to be the most representative figure. However, we do appreciate that the mean bonus gap figure is higher, with men being paid higher bonuses than women. That said, our mean bonus gap across OMD Group Ltd has reduced by 9.94% since our last publication so we are making efforts to close this gap further, but it will take some time before our ongoing commitment feeds into the data.
- For further context, bonuses at OMD Group Ltd are also awarded on a discretionary basis to reward personal contribution and do not make up a significant part of remuneration packages. This means that a large percentage does not necessarily equate to a large monetary value.

Mean and Median Gender Bonus Gap

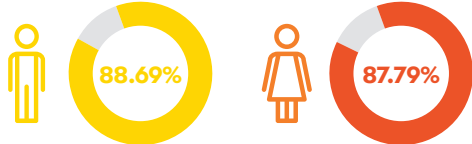
OMD Group Ltd

Mean Gender Pay Gap: **30.5%**

Median Gender Pay Gap: **0%**

Proportion of employees receiving a bonus

OMD Group Ltd



What are OMD Group Ltd doing to address their Gender Pay Gap?



As of January 1st, 2019, the enhanced maternity pay policy across OmnicomMediaGroup, UK was improved upon, ensuring that eligible mothers who are absent from work on maternity leave are more favourably rewarded financially.



As part of OPEN (the Omnicom People Engagement Network), unconscious bias training is happening across OmnicomMediaGroup, UK for all employees with the aim to highlight and overcome the problem of unconscious bias. This is just one part of an ever-expanding focus on our D&I activities.



Across the board, OMD Group Ltd are moving to more flexible working practices and flexible working arrangements.

OMNIWOMEN UK + ALLIES

To underscore our commitment to a gender inclusive environment, we are part of the Omniwomen + Allies initiative, which is now active in **8 countries**.

In the UK we have supported an Annual Summit since 2015, a forum where our future female leaders find inspiration and mentorship. Our goal with this event and the subsequent follow up sessions, known as 'basecamps', is to foster an environment where women feel they do not need to conform to "traditional" leadership stereotypes to be successful, but instead can be themselves, bringing their own leadership skills and attributes to our agencies.

Here at OMD Group Ltd, we have been very successful at cultivating an environment where women can succeed and become leaders and we are proud that our gender pay gap reflects this. Our ambition is that we Reflect Real Britain in both our workforce and our work. We want to welcome remarkable people from a broad range of backgrounds who bring their diverse attitudes, opinions and beliefs into a culture where you are treated with respect and can be comfortable at work just being you. Embracing our differences results in a stimulating and inspiring environment where Reflecting Real Britain will lead to everyone viewing the world, our work and each other with fresh eyes.

We believe in programmes and initiatives that attract the best talent and foster a culture that gives our people the opportunity to succeed. Manning Gottlieb OMD and OMD also now have one person that has 25% of their time dedicated to our D&I activities and both agencies also have their own agency-level taskforces committed to D&I.



We believe in programmes and initiatives that attract the best talent and foster a culture that gives our people the opportunity to succeed.



OMNIWOMEN UK + ALLIES

Founded in 2014, Omniwomen UK + ALLIES is dedicated to promoting networking and career opportunities for, and developing the skills of, Omnicom's future female leaders. There are chapters all over the world, including New York, China, the UK and Germany, to name a few!

Looking to get involved?

Contact this year's **co-Chairs of Omniwomen UK + Allies**
NBell@manninggottliebomd.com
carolyn.stebbings@uk.rapp.com



OPEN DISABILITY UK + ALLIES

OPEN DisAbility, founded in 2019, drives inclusion, visibility and awareness of people with physical, cognitive and learning disabilities or long-term illnesses – c20% of the UK population has a disability. OPEN DisAbility works to promote understanding of the value of people with disabilities (both visible and invisible) and to drive community between and representation of people with disabilities within our workforce and outputs. Our UK chapter is the first global chapter.

Want to learn more?

Contact this year's **co-Chairs of OPEN DisAbility UK + Allies**
Afua.Basoah@rabinmartin.com
Stephen.Marchant@chameleon-uk.com



OPEN PRIDE UK + ALLIES

Founded in 2016, OPEN Pride UK + ALLIES promotes awareness, acceptance and advocacy by creating opportunities for leadership, visibility, community involvement, networking and business. Through its global chapters, OPEN Pride works to foster an inclusive and engaging work environment for Omnicom's LGBTQ+ community and it's allies.

Want to learn more?

Contact this year's **Chair of OPEN Pride UK + ALLIES**
Tim.Noblett@tbwa.com



OMG MINDS

Is a team dedicated to driving mental health agenda across all OMG agencies in the UK. With one in four adults experiencing poor mental health annually, OMG Minds exists as a point of contact and support for employees and managers. The group aims to promote wellbeing, through an open and collaborative work culture and encouraging people to talk about their mental fitness. Team members are working to create resources to arm all employees with the tools to help themselves and others. The team also includes a number of trained mental health first aiders.

Want to learn more?

Contact the **Chair of OMG Minds**
Sean.Betts@omnicommediagroup.com