



# 2019 UK Gender Pay Gap Report

PUBLIC

dun & bradstreet

## CORPORATE STATEMENT

Dun & Bradstreet's corporate diversity statement is designed to help create a modern, inclusive working environment for those who work for and with us around the world. This statement applies to our operations around the world, including our UK business:



*At Dun & Bradstreet, we know that our success is driven by the innovation, effort, and passion of all our team members. What brings us together is a shared commitment to our clients, and what sets us apart is the unique experience and insight each of us brings to our work, and combining these with an open, inclusive and forward-leaning environment that ultimately benefits our company, our partners and our customers.*

*All employees are valued, empowered and supported, with access to industry-leading growth and development opportunities. All team members contribute to our success, whether that's measured in financial performance, the strength of our relationships with customers and partners, how we give back to the communities where we live and work, or how we collaborate with one another.*



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We welcome the opportunity to report on our gender pay gap and share the work underway to drive improvement. This report includes our latest gender pay gap information, identifies potential causes and outlines our plans to reduce the gap. We are committed to ensuring a diverse and inclusive workplace, and increasing opportunities for women and other minority groups across our organisation.



## THE GENDER PAY GAP: REQUIREMENTS AND MEASUREMENT

Under the UK Government's Equality Act, all employers with more than 250 employees are required to report specific gender pay gap measurements on the dedicated Government website and their own company website. This regulation was introduced to provide greater transparency and to act as a nationwide stimulus to reduce the gender pay gap. According to the Office for National Statistics, the national median hourly gender pay gap (for all employees) fell from 17.9% in 2018 to 17.3% in 2019, with variations between industries.

Gender pay gap figures show the difference in average pay (both mean and median) between women and men. A gender pay gap is the result of an imbalance between the genders – for example, having more women in junior roles and/or fewer women in more senior roles. This is a different measure to equal pay, which relates to how women and men are paid for equal work or work of the same value. Dun & Bradstreet has a robust global methodology in place to ensure that all roles are evaluated fairly, and corresponding pay levels provide consistent remuneration for women and men.

The UK Government requires the following statistics to be reported:

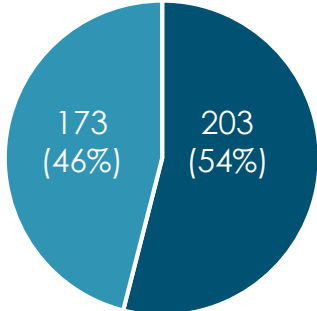
- The difference in the mean hourly rate of pay between male and female employees, expressed as a percentage
- The difference in the median hourly rate of pay between male and female employees, expressed as a percentage
- The difference in the mean bonus pay paid to male and female employees, expressed as a percentage
- The difference in the median bonus pay paid to male and female employees, expressed as a percentage
- The proportion of all women and proportion of all men receiving bonus pay (including commission) in a year
- The proportion of male and female employees in the lower, mid lower, mid higher and higher quartile pay bands

# DUN & BRADSTREET IN THE UK

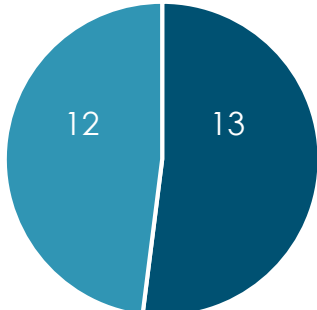
Dun & Bradstreet's figures below are based on the required reporting payroll month of April 2019

- MALE
- FEMALE

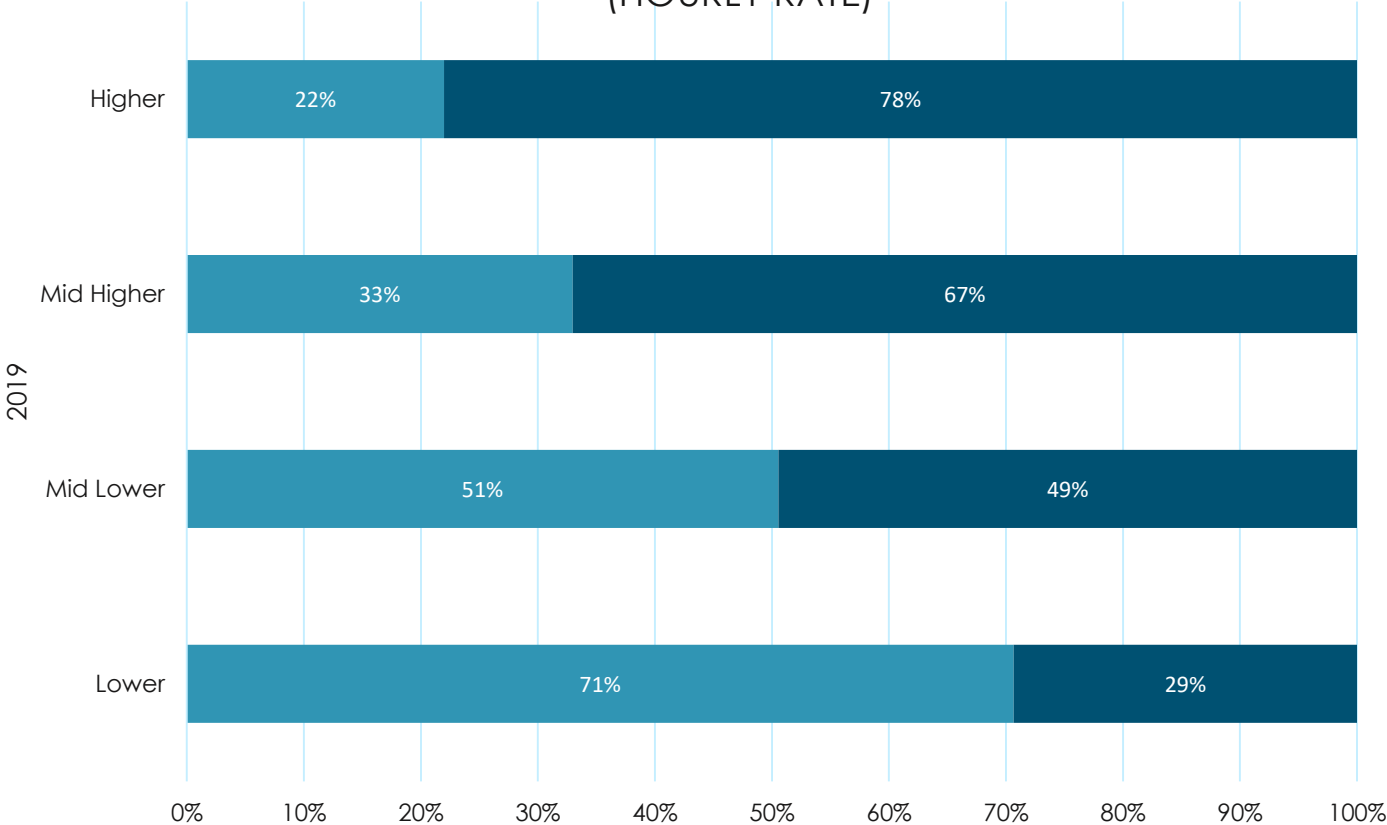
380 EMPLOYEES



25 PROMOTIONS



DISTRIBUTION OF MALE & FEMALE EMPLOYEES BY QUARTILE (HOURLY RATE)



## DUN & BRADSTREET IN THE UK

Dun & Bradstreet's figures below are based on the required reporting payroll month of April 2019

### 2019 HOURLY PAY & BONUS GENDER PAY GAP (%)

	MEAN	MEDIAN
HOURLY PAY	29.86	33.43
BONUS PAY	65.47	63.29

### 2019 PROPORTION OF EMPLOYEES WHO ARE PAID A BONUS / COMMISSION (%)

MALE	FEMALE
88.9	73.4

The difference in the mean and median hourly rates between women and men is predominantly due to the lower representation of women in senior leadership and the high proportion of men in professional roles within the sales, technology and data functions of the business. We are confident that our equal pay processes and practices ensure that women are paid fairly and equally across the organisation, but we need to attract more women into sales, technology and data related roles (see 'Closing the Pay Gap' section for more details).

The mean and median bonus pay gap, plus the difference between the proportion of men and women receiving a bonus are both attributed to the same underlying reasons. Bonus statistics are calculated based on the amount of bonus paid, and as bonuses are paid as a percentage of salary, the amount is less for anyone in part-time roles. At the time of reporting, 20% of women employed by Dun & Bradstreet UK worked part-time compared to just 1% of men. There are also more men in senior and professional roles, and junior roles are paid overtime (which is excluded from the statistics) rather than a bonus.

The data also shows the proportion of women and men in each of the four pay quartiles based on the range of hourly pay rates. Again, the differences are explained by the factors previously stated.

We will continue to review and monitor all of these statistics and identify further ways to close the gap.

## CLOSING THE PAY GAP: ACTION PLAN

We are committed to closing the gender pay gap and developing new initiatives to attract, develop and retain women, as well as other under-represented groups. We believe that our inclusive Company culture will help drive more improvements going forward. We continue to focus our efforts in three key areas.

### ATTRACTING

Our summer internship programme provides short-term opportunities for university students to join our team for a three-month placement during the summer break. In 2019, five students joined us, three of whom were female and took on roles within our marketing, technology and data teams.

We also continue to develop our **graduate recruitment programme** in the sales function, recruiting nine graduates in 2019, including three females. This programme is key to our goal of attracting more women into sales roles and we aim to increase the number of females graduates this year.

Our ongoing **recruitment training** includes a focus on minimising any unconscious bias, and we also have an online training course focused specifically on unconscious bias available for all employees to complete.

For all senior and leadership roles we aim to have a **50/50 gender balanced shortlist**. During 2019, we advertised five senior roles, all of which were filled by women. We also plan to further promote our **female role models** in recruitment advertising and increase the number of women recruited into the sales and data functions.

### DEVELOPING

Female participation in our **in-house leadership development programmes** is increasing with 50% of those on our UK-based Future Leaders Programme in 2019 being female compared to 42% in 2017 and 2018. All of the UK participants in our global Leadership Discovery programme were women and four of the seven delegates on our global '7 Talents' leadership programme were female. We specifically consider diversity in our **talent management and succession planning** processes and 41% of our current leader population is female, this is an increase of 5.5% compared to 2018.

### RETAINING

We are proud to offer **flexible working patterns**, where appropriate, to help employees at Dun & Bradstreet to achieve a work-life balance. Our aim is to help women in more senior roles to balance work requirements with their external commitments. We also encourage men to take advantage of flexible working practices.

We offer **enhanced primary carer pay**, which is gender neutral. The primary carer of a child, whether male or female, is entitled to 16 weeks' full pay (and then the remaining relevant statutory payments) when their child is born. We encourage our male employees to take advantage of the Government's **shared parental leave scheme**.

## SUPPORTING AND PROVIDING OPPORTUNITY FOR EVERYONE AT DUN & BRADSTREET



### HILARY O'SULLIVAN

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#### CUSTOMER ACCOUNT SUPPORT LEADER – INSIDE SALES

I joined Dun & Bradstreet in 2016 as part of an acquisition. After joining the team, I was appointed to a Sales Leader role and I now manage a team of junior salespeople, helping to train and foster their careers in sales. Having previously worked with senior sales people, I was thrilled to start working with people at the start of their career in sales. We have developed a successful onboarding and training plan to support these talented people to progress their careers. My personal approach is to recruit for talent and train for skill, and if I get it right, these people become stars and move through the business. In the past year we have successfully promoted two of our team members into Junior Relationship Manager roles. It is such a great feeling to help develop careers and know that this is something the company actively encourages and invests in.

On a personal note, Dun & Bradstreet has provided me with great opportunities since joining the company. I am being mentored by a senior leader and love how the company encourages mentoring and developing people at all levels. During my tenure, I have had two great female managers who have inspired me to take on a leadership role and continue to encourage my own personal development. As I look at the senior leaders around me, it is encouraging to know that gender is not a barrier for my career development.



## DONNA ROCKS

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### CUSTOMER CARE LEADER

I joined Dun & Bradstreet in 2015 and have progressed my career quickly during this time. I am a firm believer in providing support and opportunity for people to learn and develop and this is something which Dun & Bradstreet do so well. There are so many different training opportunities and courses available and I encourage my teams to take advantage of them. The support I personally have received in regards to my development has been incredible and I have benefited from being part of the '7 Talents' and 'Future Leader' programmes as well as receiving one on one coaching from a senior leader.



## ABOUT DUN & BRADSTREET

Dun & Bradstreet, a leading global provider of business decisioning data and analytics, enables companies around the world to improve their business performance. Dun & Bradstreet's Data Cloud fuels solutions and delivers insights that empower customers to accelerate revenue, lower cost, mitigate risk, and transform their businesses. Since 1841, companies of every size have relied on Dun & Bradstreet to help them manage risk and reveal opportunity. Our employees around the world are dedicated to this unique purpose, and we are guided by important values that make us the established leader in commercial data and insight.

For more about Dun & Bradstreet, visit [www.dnb.co.uk](http://www.dnb.co.uk).

## DECLARATION

We confirm this data is accurate and taken from the April 2019 payroll data.



BARBARA MCGILL

UK & IRELAND HR LEADER

A handwritten signature of Barbara McGill in black ink.



ED THORNE

MANAGING DIRECTOR, UK

A handwritten signature of Ed Thorne in black ink.

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