



IHS Markit®

UK Gender Pay Gap Report 2019



“I’m very pleased that we made positive progress with our UK gender pay gap for the second year in a row. Since we first reported our UK gender pay gap in 2017, we have developed new programs, changed policies and processes, and built greater awareness of inclusion and diversity within IHS Markit - all with the goal of making a positive difference in our company.

Looking ahead we will continue to deliver on the commitments we made in 2018 and 2019 but have added some additional actions that you can read about in this document.

Within the UK, our gender balance moved by 1 percentage point negatively which is an area we are increasingly focusing on. Meaningful change takes time, but with our focus and determination, we will create a firm with greater gender balance at all levels, driving a stronger company performance and longer-term success.”



Lance Uggla,
Chairman & CEO

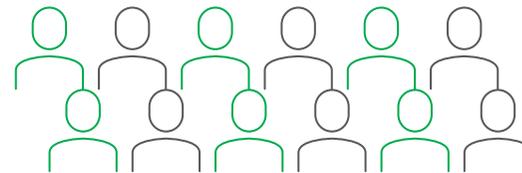
What is this about?

This gender pay gap report highlights gender representation across all levels of our organisation in the UK. Gender pay gap, as calculated and described in this report, is different from equal pay. Gender pay gap is the percentage difference between the average hourly earnings for men and women across our population. Equal pay compares pay of men and women at one company location at the same level, with a similar role, experience and performance. We carry out an equal pay review on an annual basis and adjust levels as needed.

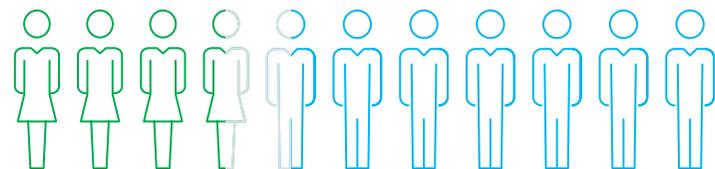
We have a gender pay gap. It is primarily driven by the structure of our workforce which has a lower percentage of women at senior levels. This is due to a number of factors the principal being that, due to the nature of our business, many of the roles in our organisation involve software development, data science, analytics, quantitative science and geosciences. In general, there are fewer women than men seeking these roles and, those that are, tend to be highly sought after, also making retention harder.

We are taking the actions detailed on pages 5, 6 and 7 to address the structural imbalance of our workforce.

We have **2,134** employees and contractors in the UK, up from 1,992 in 2018



Our gender balance in the UK is **34%** female and **66%** male



Gender pay at IHS Markit ⁽¹⁾

These figures show our gender pay gap across our UK organisation from April 2018 to April 2019.

The **mean gender pay gap** shows the difference in the average hourly rate of pay between males and females.

The **median gender pay gap** compares the midpoint pay level for all men versus the midpoint pay level for all women.

There is a difference between the mean and median values. This is because a small number of people that are highly compensated will move the mean value whereas the median will remain more constant.

Our mean gender bonus gap decreased by 20.97 percentage points year-over-year to 49.06%. This was mainly due to an elevated 2018 number due to a small number of colleagues exercising options and receiving vested equity as part of a long-term incentive program. The amount included in our calculations was not prorated for the number of years over which the vesting of the options took place.

Bonus gaps are higher than the pay gaps because, for our senior people which is a more predominantly male group, a lower percentage of their total compensation is paid via a salary and a higher percentage is via a bonus linked to delivering outstanding performance. We continue to believe that this approach to senior employee rewards is right for our business as it tightly links the majority of pay to performance.

All of our people have access to either a bonus or a commission plan. There is minimal gender difference for those who received a payment. There were a number of new starters who were not eligible for a 2018 year end bonus due to our minimum service requirements. They would, however, have been eligible for a 2019 year end bonus.

We are committed to ensuring we have a more balanced team at all levels of our firm to ensure all employees can benefit equally from this reward system.

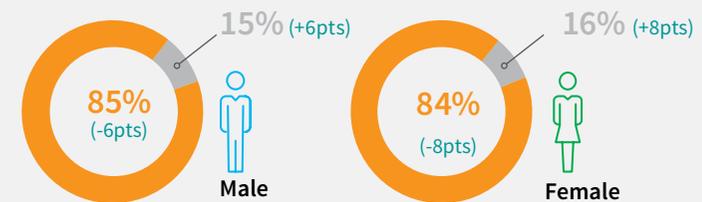
Pay & bonus 2018-19

■ Change from 2018

Difference between female & male	Mean average	Median middle
Gender pay gap	20.52% (-6.12pts)	24.81% (-0.32pts)
Gender bonus gap	49.06% (-20.97pts)	37.06% (-9.61pts)

Proportion of employees receiving a bonus

■ Received bonus ■ Did not receive bonus



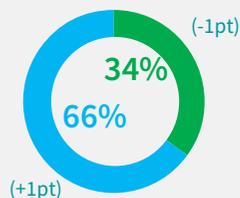
2018/19 bonus refers to annual cash incentive, sales and local variable incentives + long term incentives.

Does not include those who opted to sacrifice their bonus to their pension and legacy Ipreo as bonus payments were on different legal entity.

Gender split by population

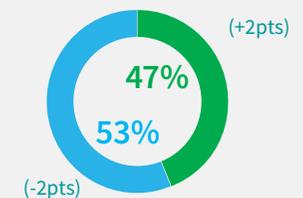
■ Male ■ Female

Business lines



All UK based IHS Markit employees at April 2019

Corporate functions

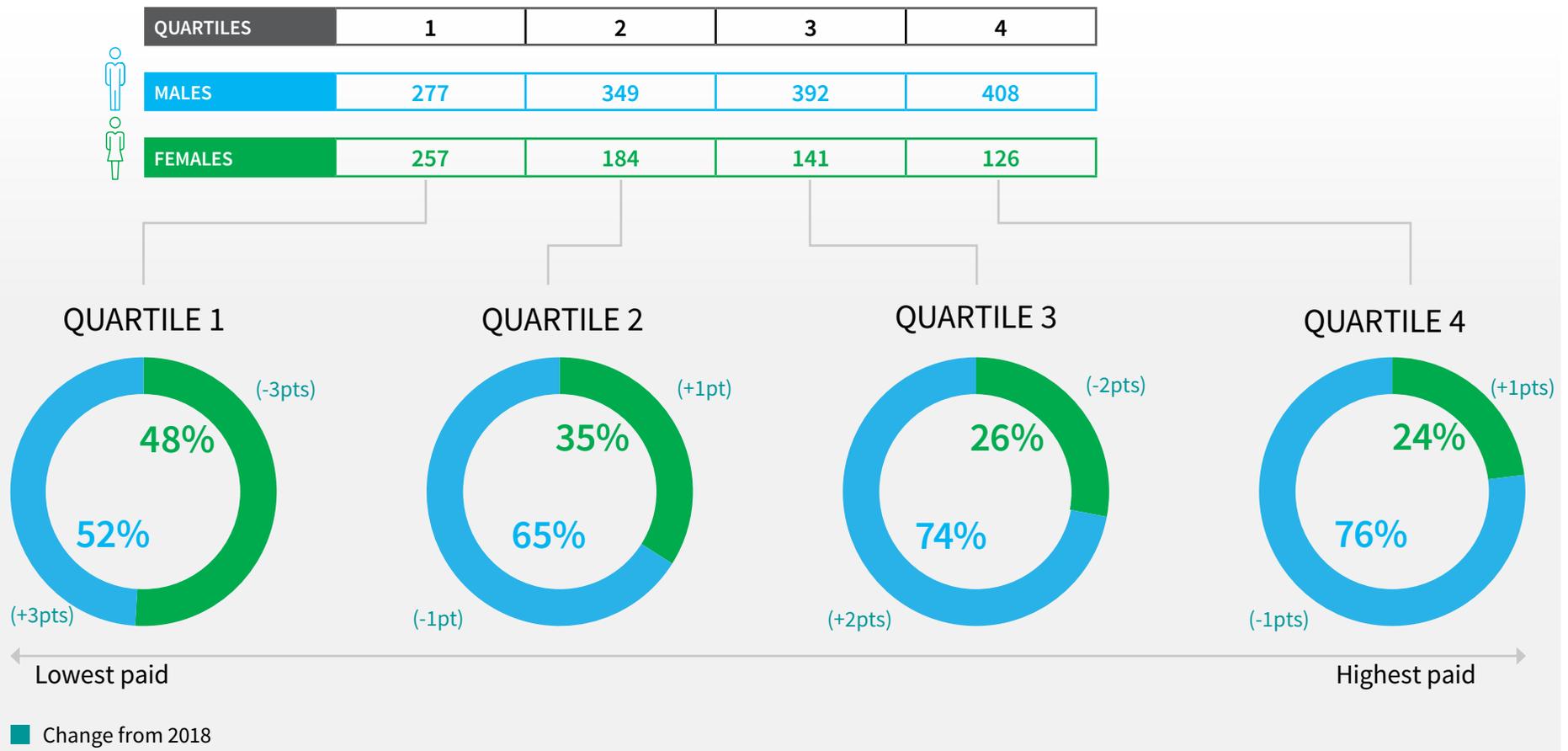


Corporate functions consist of corporate services & administration, finance, HR, IT, legal, marketing & communications

(1) We have included our 2017 and 2018 data in the appendix to this document.

Pay quartiles

Our pay gap figures reflect the proportion of full-pay relevant males and females in each quartile of our population.



Each quartile contains **534 colleagues in Q1 & Q4 and 533 in Q2 & Q3.**

Focusing on our commitments

In 2019 we made key commitments in order to address our gender pay gap. Over the last 12 months we have taken the following actions (numbering refers to the commitments from our 2018 report):

1 &
2

Launched a new talent framework, the IHS Markit Way, that provides transparency to our people of what is expected of them, including the skills and behaviors, at every level within the firm. This same framework acted as a guide to our promotion process, providing transparency and an objective standard. We further provided guidance on unconscious bias awareness to all promotion boards and carried out gender balance checks throughout the process to ensure objectivity and consistency.



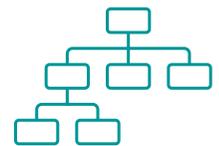
3

We have moved closer to our goal of having a female candidate for every job role interviewed through launching a number of initiatives to improve the diversity of our hiring pools and selections. These initiatives include building partnerships with organisations that provide access to diverse hiring pools. In addition we now use the IHS Markit Way to help structure the interview process to reduce bias and we launched the use of Pymetrics, a recruiting tool that combines artificial intelligence and neuroscience to help remove unconscious bias in the recruiting process. We successfully piloted a Return to Work program.



4

We have launched our inclusion council which is responsible for driving, sponsoring and championing inclusion across IHS Markit. Achieving gender balance is a key focus for the group. The council is chaired by a member of our Executive Committee and is made up of representatives from each of our affinity groups and regions as well as human resources and recruitment. The council is in the process of establishing inclusion champions in each of our offices in order to ensure engagement and the two-way flow of information.



5 Our unconscious bias training has been rolled out across the organisation.

The training has been revised to include clear linkage to our values and culture and incorporates a practical toolkit to enable easy implementation.



6 We have established long term gender goals and are in the process of operationalising them at the business level. These will complement a number of inclusion and diversity targets that we have detailed in our inclusion statement produced by our inclusion council.



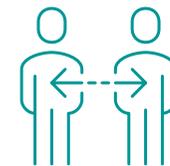
7 We have launched a parental leave support program designed to help both managers and employees throughout periods of parental leave, ensuring a positive experience for both. A pilot returner workshop has been run in our London office and a pilot buddy scheme for all returners will follow.



8 We have launched a dashboard to provide leaders with clear visibility of the demographics and diversity of their mobile workforce. We are embedding our global mobility program into our talent and career mobility strategy which will allow us to better understand the business rationale for mobility as it relate to diversity, talent, performance, leadership development and retention and allow us to make better decisions in relation to the selection of mobility employees.



9 We have successfully launched an early career program for graduates and those in their first year of their careers with over 200 colleagues in each program. We are working towards our goal of 50/50 gender balance but have more to do to ensure we have a wider cadre of strong female candidates.



Focusing on our commitments

In addition to continuing our commitments from 2018 and 2019, this year we will:



Operationalise our gender diversity goals



Build a development program specifically aimed at female career growth and retention



Engage with our people through forums and surveys to better understand our female career dynamics and where we can do more



Develop stronger flexible working models

Statutory disclosures

We have two legal entities in the UK with at least 250 employees: IHS Global Limited and Markit Group Limited.

We are required to report our gender pay gap data for each of these entities separately. The figures stated in the body of this report aggregate the data for these legal entities.



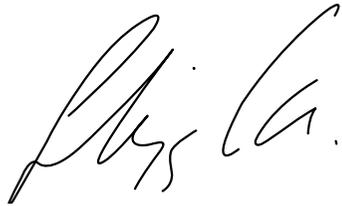
Statutory disclosures

	IHS Markit			IHS Global Limited			Markit Group Limited											
	2017	2018	2019	2017	2018	2019	2017	2018	2019									
Mean pay gap	28.47%	26.64%	20.52%	24.22%	19.80%	19.24%	28.03%	24.25%	16.13%									
Median pay gap	26.67%	25.13%	24.81%	23.15%	21.59%	20.25%	25.26%	22.18%	17.53%									
Mean bonus gap	53.55%	70.03%	49.06%	36.60%	44.80%	43.29%	54.64%	72.82%	43.52%									
Median bonus gap	46.71%	46.67%	37.06%	31.24%	38.40%	36.48%	33.33%	17.53%	27.79%									
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
% males/females receiving a bonus payment	95%	94%	91%	92%	85%	84%	95%	94%	92%	92%	92%	91%	95%	95%	90%	93%	78%	75%
Upper quartile male/female %	78%	22%	77%	23%	76%	24%	72%	28%	72%	28%	73%	27%	81%	19%	81%	19%	79%	21%
Upper middle quartile male/female %	71%	29%	72%	28%	74%	26%	73%	27%	73%	27%	74%	26%	76%	24%	75%	25%	75%	25%
Lower middle quartile male/female %	65%	35%	66%	34%	65%	35%	58%	42%	61%	39%	59%	41%	68%	32%	70%	30%	71%	29%
Lower quartile male/female %	47%	53%	49%	51%	52%	48%	44%	56%	45%	55%	48%	52%	55%	45%	57%	43%	57%	43%

Approval statement

We care deeply about our gender pay gap globally and we are committed to positive change that will supports our employees and that will deliver a stronger financial performance by our company. We acknowledge that to reduce our gender pay gap meaningfully it will take concentrated commitment over a sustained period of time.

We confirm that the calculations stated within this report are correct.



Lance Uggla, Chairman & CEO

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