



IHS Markit™

# UK Gender Pay Gap Report 2017



“Diversity and inclusion is critical to the success of IHS Markit. Diversity, in its broadest sense, will build a stronger organisation for our people, customers and shareholders. This includes having greater gender balance at every level of our firm – and this is why this report is so important.

Our median gender pay gap is 26.67%. It is our responsibility and commitment to work towards reducing this gap. There is more we can do to drive greater gender balance at the most senior levels of our firm through initiatives that we believe will break down the barriers that impact women from coming to work for us, staying with us, being promoted or even returning to work after having a family.

In this report, we identify some commitments that we are already taking or will initiate to ensure all our people have the opportunity to reach their full potential from the moment they walk through our doors. We want to create an even more inclusive work environment for all our people and it is our focus to improve our employee experience within the firm.

We have work to do and a difference to make. Alongside us is an incredible team of committed and passionate women and men who will continue to drive change and press ahead for progress.”



Lance Uggla,  
Chairman & CEO



Lisa Westlake,  
Chief HR Officer

# What is this about?

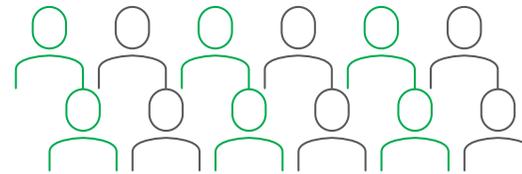
This gender pay gap report highlights gender representation across all levels of our organisation. The majority of our gender pay gap is due to the structure of our workforce, which has a lower percentage of women at senior levels. Gender pay gap, as calculated and described in this report, is different from equal pay. The latter compares pay of men and women at one company location at the same level, and with a similar role, experience and performance.

In the UK, we have 2,105 employees and contractors. Our gender balance overall is 35% female and 65% male however, as you can see on page 4, we have more men than women at the senior levels.

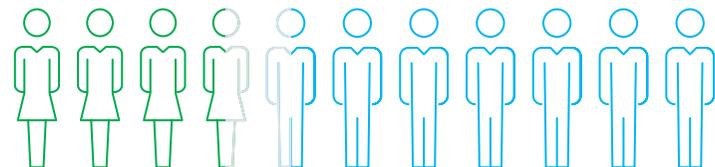
We believe this is due to a number of factors the principle being, due to the nature of our business, many of the roles in our organization involve software development, data science, analytics, quantitative science and geosciences. As a result, our people tend to have backgrounds in Science, Technology, Engineering and Mathematics (STEM). In the UK currently, STEM graduates are approximately 75% male and 25% female. The proportion of women taking up roles in these fields is lower still. This has meant we tend to see more male applicants for roles and consequently a preponderance of men being hired in these areas.

Some of the actions we are taking detailed on pages 5 and 6 seek to address the structural imbalance of our workforce.

We have **2,105** employees and contractors in the UK



Our gender balance is **35%** female and **65%** male



# Gender pay at IHS Markit

These figures show how gender pay is calculated across our organisation from April 2016 to April 2017.

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 for all men versus the midpoint pay for all women.

There is a noticeable difference between the mean and median values. The reason for this is that mean values are far more sensitive to the quantum of the largest values while medians are not. This is also created by the fact that many of the most senior roles within our organisation are carried out by men.

Bonus gaps are higher than the pay gaps because for our senior people, a lower percentage of their total compensation is paid via a salary and a higher percentage is at risk via a bonus linked to delivering

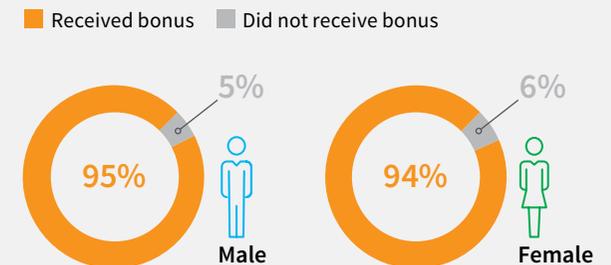
outstanding performance. We continue to believe that this approach to senior employee rewards is right for our business as it tightly links the majority of pay to performance. However, we are committed to ensuring we have a more balanced team at all levels to ensure females and other diversity groups can benefit equally from this reward system.

All our people have access to either a bonus or commission plan. There is no gender difference in our results for those who received a payment. There are a number of new starters who were not eligible for a 2016 bonus due to our minimum service requirements. They would however have been eligible for a 2017 bonus, subject to satisfactory business and individual performance.

## Pay & bonus

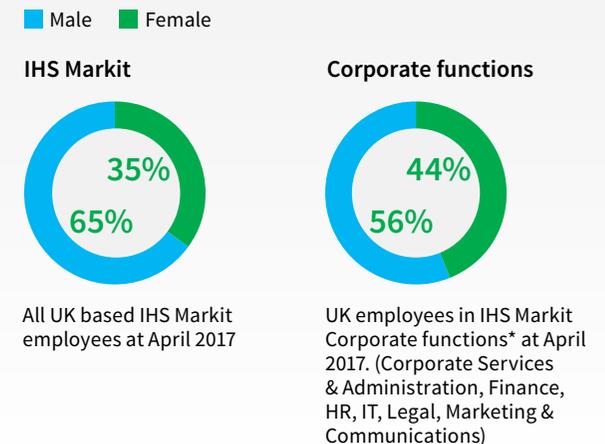
Difference between female & male	Mean Average	Median Middle
<b>Gender Pay Gap</b>	28.47%	26.67%
<b>Gender Bonus Gap</b>	53.55%	46.71%

## Proportion of employees receiving a bonus



2016 bonus refers to annual cash incentive, sales and local variable incentives + long term incentives

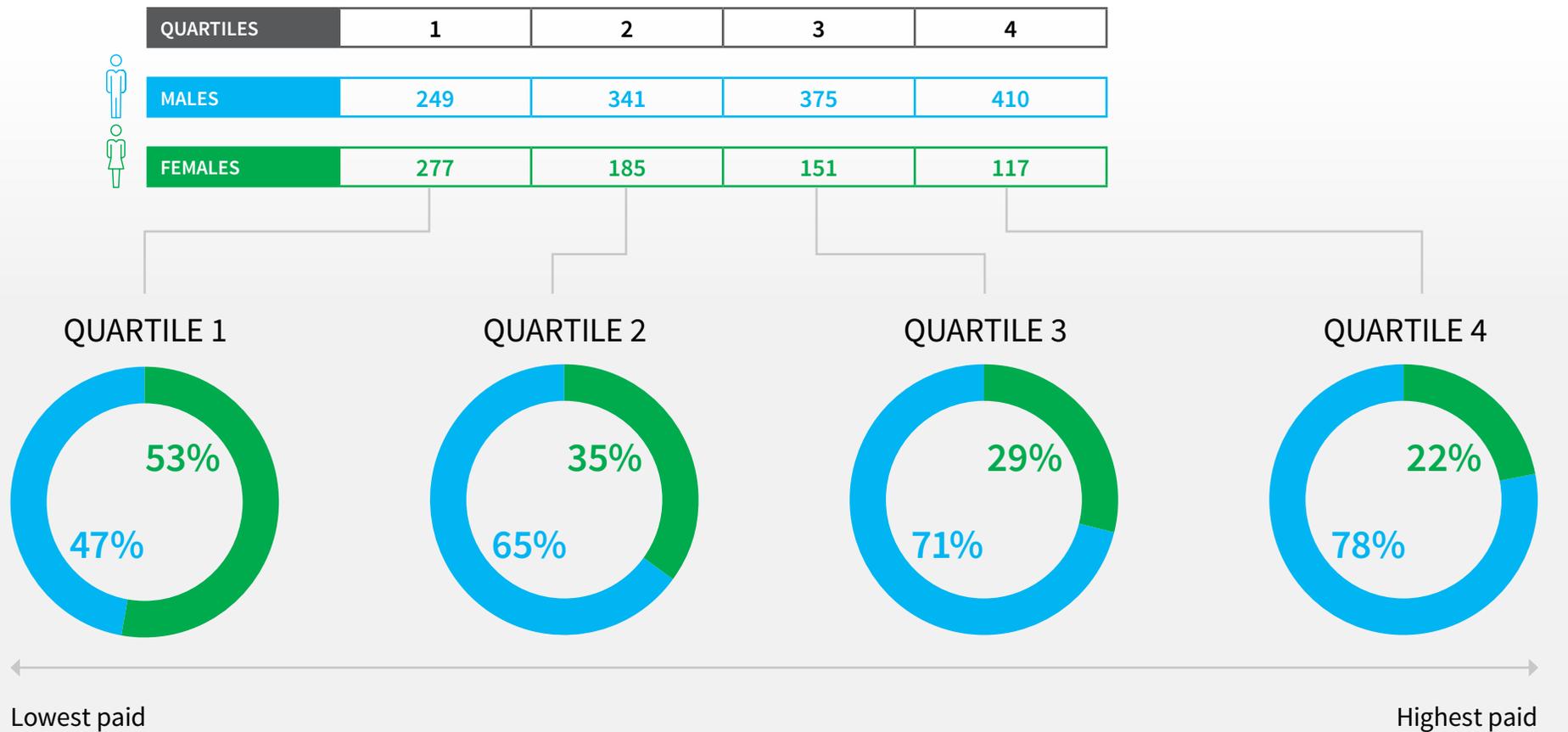
## Gender split by population



\*as required by the UK government statutory calculations

# Pay quartiles

Our pay gap figures reflect the proportion of males and females in each quartile of our pay structure.



Each quartile contains **526 colleagues** with the exception of Q4 that contains 527.

# Our global commitments to gender pay gap reduction and ensuring greater inclusion

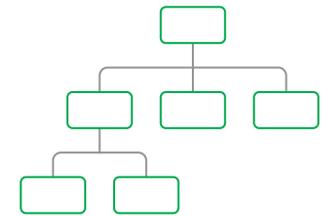
## 1 Ensuring equal pay

We routinely review the pay of all employees, at a minimum during our annual compensation process. In 2018 we will conduct a full equal pay review to ensure we are meeting our equal pay commitments worldwide and will take steps to fix any discrepancies. In addition, we will also complete an audit to understand our global gender pay gap.



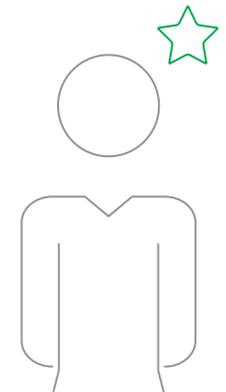
## 2 Enhancing our recruitment processes

Our talent acquisition team will ensure all job descriptions are gender neutral and that we have both female and male candidates at interview. By the end of 2018 we will put in place global unconscious bias training specifically targeted at hiring managers in the first instance. We are also committing to a global goal of a 50/50 gender split for our intern program for 2018 and beyond.



## 3 Retaining and promoting our talent

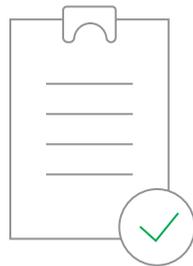
We will conduct a thorough review of our employee experience, including a focus on women, to identify areas for improvement. This will include career pathing, mentoring, training and development, our promotion process and return to work programs.



## Our global commitments to gender pay gap reduction and ensuring greater inclusion - cont.

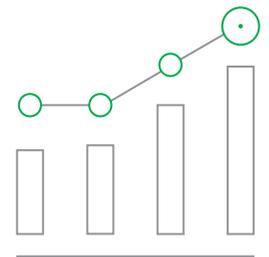
### 4 Promoting our HR and compliance policies

Our HR and compliance policies are easily accessible and will be promoted to ensure employees know and understand our approach. This includes our code of conduct and business ethics that has been designed to ensure everyone has a voice and is heard.



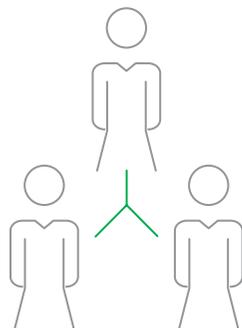
### 5 Getting to 30%

We commit to increasing the percentage of female independent directors on our board from 25% to over 30% by 2021. We currently have 33% female representation within our executive vice president level globally (our most senior level below CEO).



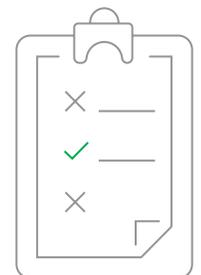
### 6 Building on our employee networks

We already have a strong tradition of supporting women and other diversity affiliation groups. In 2017, we built on these existing employee networks to launch women's forums, He4She programs, Ally and parents groups in offices around the world. These groups are managed by our people, for our people to drive voice, action and community spirit.



### 7 Driving accountability

These global commitments will be part of our executive team's objectives. We will provide more regular reporting to our board on diversity and inclusion. Through these reports we will continuously improve programs and initiatives to ensure we are always driving change.



# Statutory disclosures

Following our 2016 merger, IHS Markit has two legal entities in the UK with at least 250 employees: Markit Group Limited and IHS Global Limited.

Under the regulations 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 Global Limited

## Pay & bonus

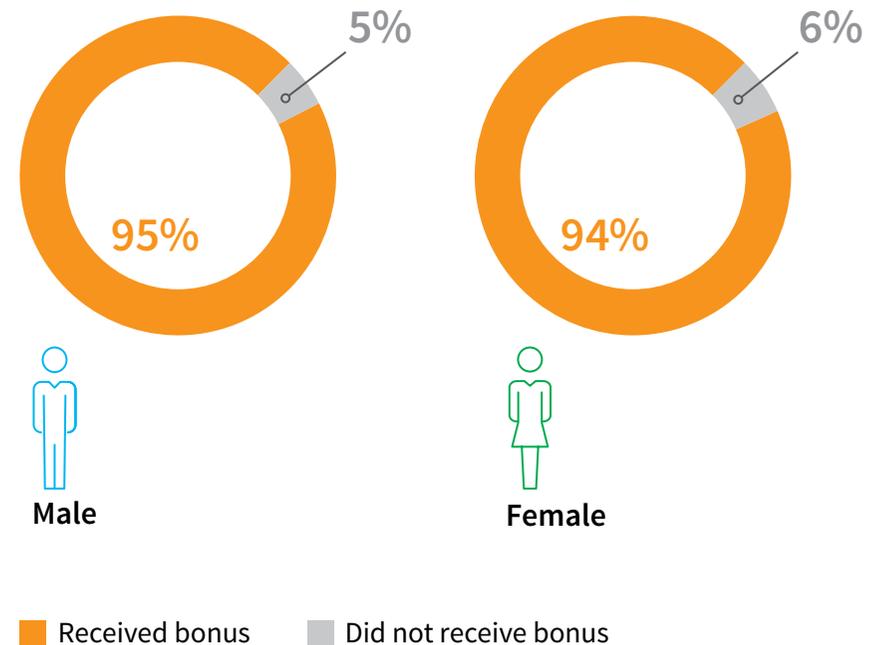
Difference between female & male	Mean Average	Median Middle
<b>Gender Pay Gap</b>	24.22%	23.15%
<b>Gender Bonus Gap</b>	36.60%	31.24%

For calculations from April 2016 to April 2017.

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 for all men versus the midpoint pay for all women.

## Proportion of employees receiving a bonus

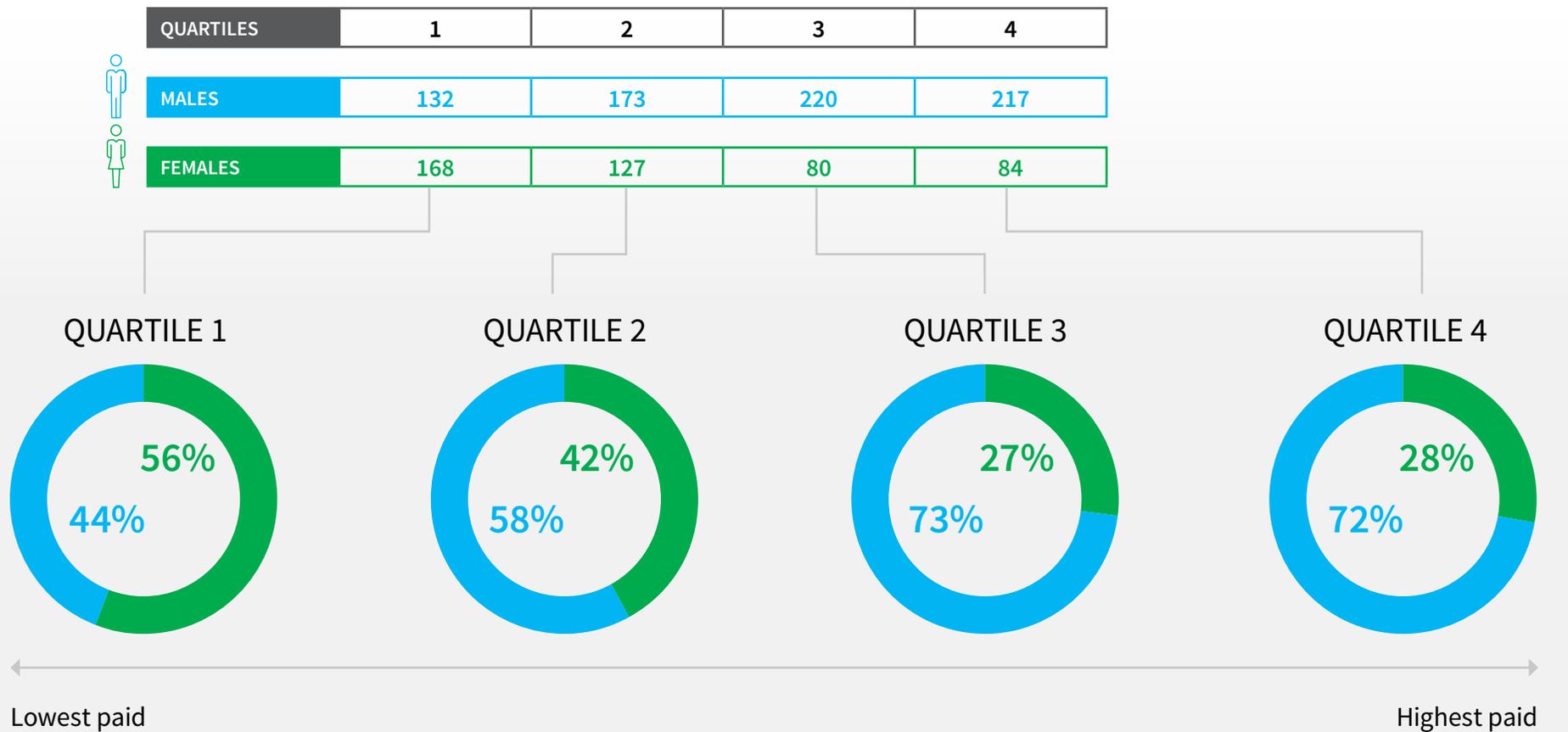


2016 bonus refers to annual cash incentive, sales and local variable incentives + long term incentives

Statutory disclosures – IHS Global Limited

## Pay quartiles

Our figures reflect the proportion of males and females in each quartile of our pay structure.



Each quartile contains **300 colleagues** with the exception of Q4 that contains 301.

# Statutory disclosures – Markit Group Limited

## Pay & bonus

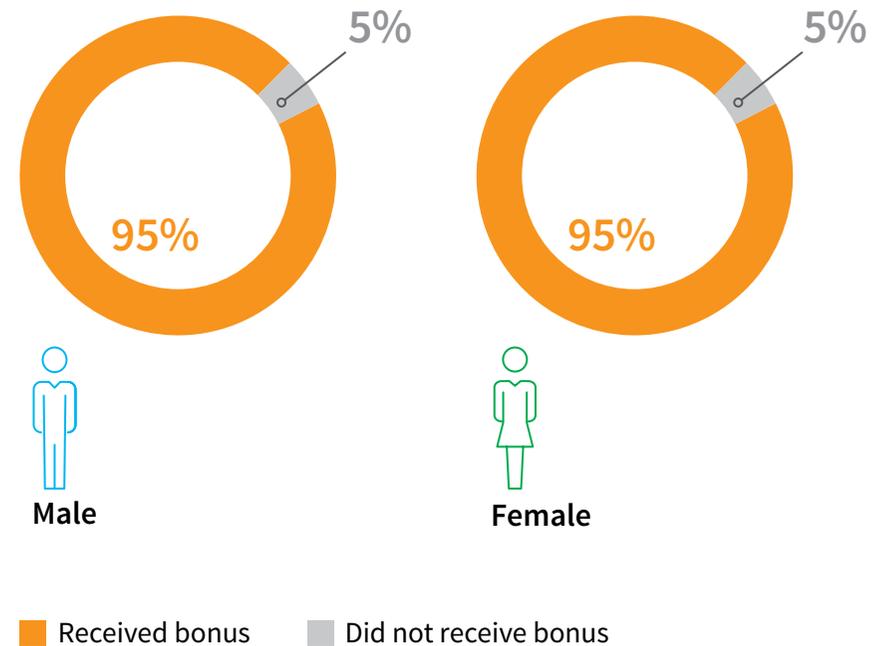
Difference between female & male	Mean Average	Median Middle
<b>Gender Pay Gap</b>	28.03%	25.26%
<b>Gender Bonus Gap</b>	54.64%	33.33%

For calculations from April 2016 to April 2017.

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 for all men versus the midpoint pay for all women.

## Proportion of employees receiving a bonus

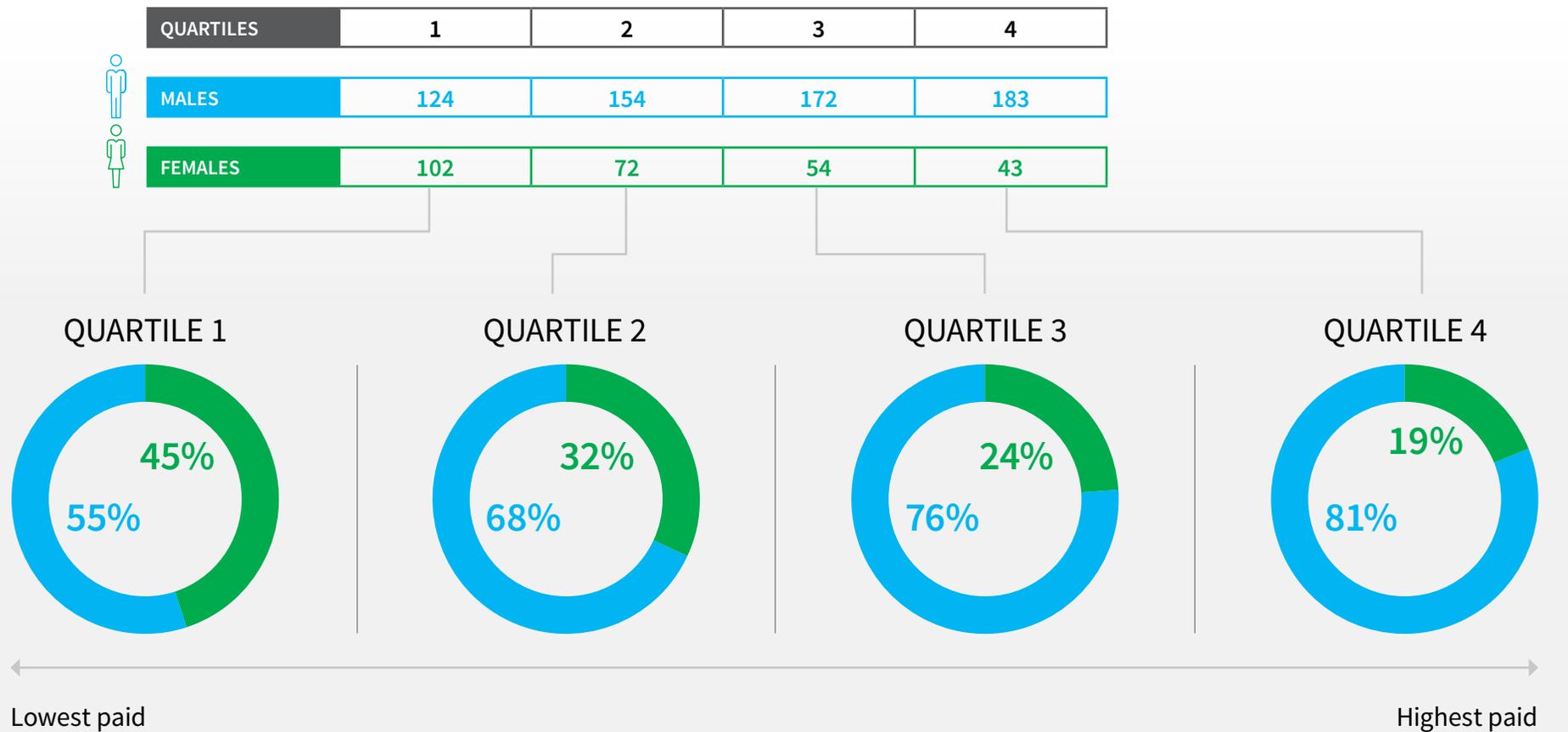


2016 bonus refers to annual cash incentive, sales and local variable incentives + long term incentives

Statutory disclosures – Markit Group Limited

## Pay quartiles

Our figures reflect the proportion of males and females in each quartile of our pay structure.



Each quartile contains **226 colleagues**.

## Approval statement

We care deeply about our gender pay gap and we are committed to positive change that supports our employees. 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 herein are correct.



Lance Ugglá, Chairman & CEO



Lisa Westlake, Chief HR Officer

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