



2020

UK Gender Pay Gap Report

PUBLIC

dun & bradstreet

COROPORATE STATEMENT ON DIVERSITY AND FOREWORD

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



At Dun & Bradstreet, we know that our success is driven by the innovation, effort, and passion of all our team members. We are committed to a diverse and inclusive workforce where many differences as well as perspective of thoughts, beliefs, education, background and experiences are purposefully brought together. Here, our 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.*

**Differences of race, colour, religion, creed, sex, age, national origin, citizen status, disability status, sexual orientation, gender identity or expression, pregnancy, genetic information, protected military and veteran status, ancestry, marital status, medical condition or any other characteristic protected by law.*

In this report we will provide our gender pay gap information, identify potential causes and outline our improvement plans to reduce the gap. Our Company values and continued commitment to developing our focus on diversity and inclusion support our work to provide more opportunities for women and other minority groups. We welcome the opportunity to report on our current gender pay gap position, our progress to date and work underway to drive improvement.



THE GENDER PAY GAP: REQUIREMENTS AND MEASUREMENT

Under the UK's Gender Pay Gap Regulations, 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 aims to provide transparency about the figures and a nationwide stimulus to reduce the gender pay gap. The national median hourly gender pay gap (for all employees) stood at 17.4% in 2019, with variations between industry sectors.

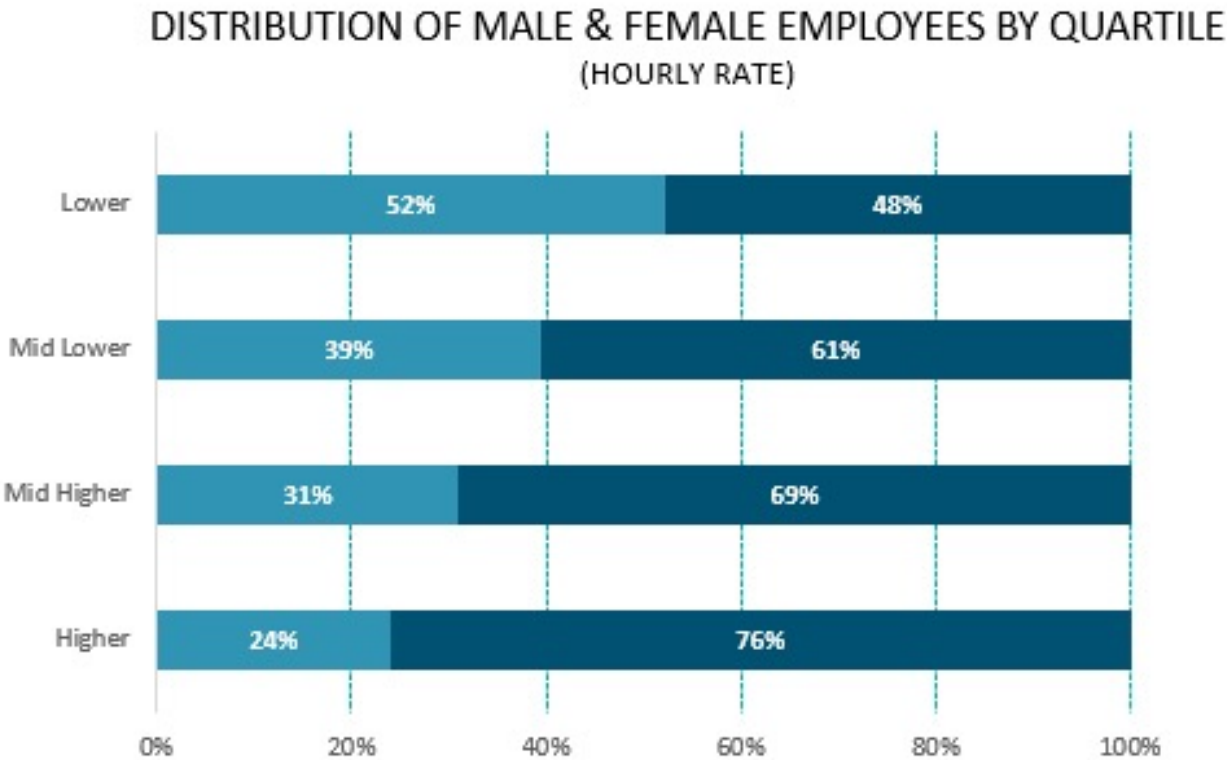
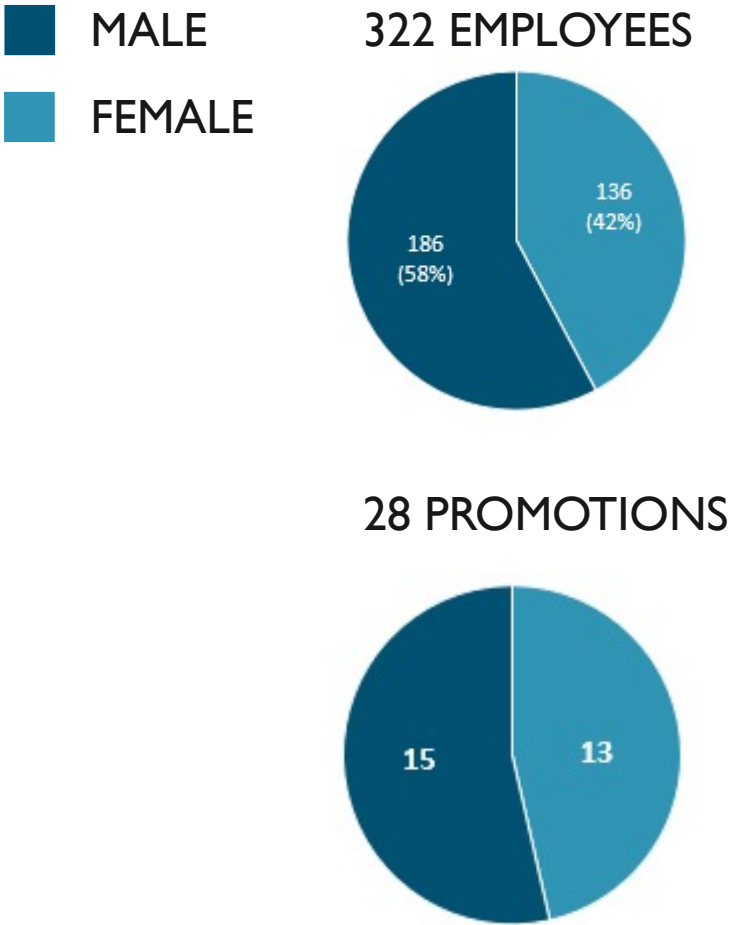
Gender pay gap figures show the difference in average pay (both mean and median) between women and men. A gender pay gap is the result of an imbalance between the genders – for example, having more women in junior roles and/or fewer women in more senior roles. This is a different measure to equal pay, 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 2020.



DUN & BRADSTREET IN THE UK

Dun & Bradstreet’s figures below are based on the required reporting payroll month of April 2020

2020 HOURLY PAY & BONUS GENDER PAY GAP (%)

	MEAN	MEDIAN
HOURLY PAY	20.99	22.48
BONUS PAY	52.17	53.34

2019 PROPORTION OF EMPLOYEES WHO ARE PAID A BONUS/COMMISSION

MALE	FEMALE
93	79

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, and data & analytics 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, 18% of women worked part-time compared to just 1.5% 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

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

We continue to make good progress in attracting talented females to Dun & Bradstreet. In 2019, 57% of our new hires were female. For senior and leadership roles we aim for a **50/50 gender balanced shortlist**. We have a very successful graduate programme in our Sales organisation which supports our objective to attract more females into Sales. In 2019, all 5 of our new recruits on the graduate sales programme were female.

In December 2019, we announced our intention to relocate our Head Quarter office to Paddington, London. Establishing our UK Head Quarter in London further enables us to attract talented individuals from diverse backgrounds.

DEVELOPING

Our global leadership development programme is designed to provide development for all levels of leaders and provides learning opportunities closely linked to business initiatives and key leadership messages. In 2019, 69% of participants from our UK business were female.

In our Sales function, our Graduate development programme supports the continued professional development of our new sales team members. 50% of promotions in our Sales, Data & Analytics and Technology functions were female.

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 the needs of a demanding role 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**. Again, we believe these initiatives support the growing trend for fathers to take a more active role in supporting family life thereby facilitating women to remain in their roles and breaking down gender stereotypes.

ABOUT DUN & BRADSTREET

For almost 200 years, Dun & Bradstreet has helped clients and partners grow and thrive through the power of data, analytics and data-driven solutions. Our ~6000 employees around the world are dedicated to this unique purpose, and we are guided by important values that make us the established leader in business decisioning data and analytical insights. Our data & insights are valuable at all phases of a business lifecycle and whatever the economic environment.

For more about Dun & Bradstreet, visit www.dnb.co.uk.

DECLARATION

We confirm this data is accurate and taken from the April 2020 payroll data.



LAURA DUNSE

UK PEOPLE OPERATIONS LEADER

A handwritten signature in brown ink that reads "Laura Dunse".



ED THORNE

GENERAL MANAGER, UK

A handwritten signature in brown ink that reads "Ed Thorne".

Dun & Bradstreet UK
The Point, 37 North Wharf Road
London
W2 1AF



© Dun & Bradstreet, Inc. 2000-2019. All rights reserved.

In the UK Dun & Bradstreet Limited is certified to ISO 27001 and is authorised and regulated by the Financial Conduct Authority in relation to providing credit references on non-limited companies.

