

2023 UK GENDER PAY GAP REPORT

Dun & Bradstreet Europe

dun & bradstreet



Corporate statement on diversity & forward

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.

When we started keeping records in 1841, we delivered credit reports in leather-bound books. Today, we deliver business information globally, in fractions of a second. We help clients to make smarter decisions.

Our strength comes from combining the right data and the right people. We are a global team of experts who are driven by a common curiosity: to find new ways to turn data into insight – so that our clients can turn insight into value.

We also apply this thinking when it comes to our internal policies and processes as well. This report examines data from April 2022 - April 2023. We leverage the insights the data provides to further strengthen our approach and inform our mission of being consciously inclusive.

The Gender Pay Gap: requirements & measurement

Under the UK's Gender Pay Gap Regulations, all UK 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.

Gender pay gap figures show the difference in average pay (both mean and median) between women and men. For example, this could result from a gender density in particular functions that have higher variable pay opportunities.

It is important to note that the Gender Pay Gap is a different measure to equal pay. Equal pay relates to how women and men are paid for like work or work of equal value.

Dun & Bradstreet has a robust global methodology in place to evaluate that all roles are compensated fairly, which gives confidence that our equal pay processes and practices ensure that women are paid fairly and equally across the organisation.

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 females and proportion of all males 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

UK Company Snapshot Dun & Bradstreet For April 2023 Reporting Period

GLOBAL TEAM, LOCAL EXPERTISE



In the UK, as at April 2023, **334 team members**, (female 147, male 187) who are part of a global team comprising over **6,000 employees**

EXPERTISE



Broad range of expertise and roles, from data analysts, programmers, UXs, customer service specialists, marketers, salespeople **and everything in between**

UK EMPLOYEE ENGAGEMENT SURVEY SCORE



Engagement is measured on a scale of 1-5 where a score of 5 would indicate optimum levels. **Regional 2023 score: 4.2/5**

UK PROMOTIONS



27 Female
29 Male

Dun & Bradstreet UK Gender Pay Gap Figures

Data presented as at April 2023

What the data tells us

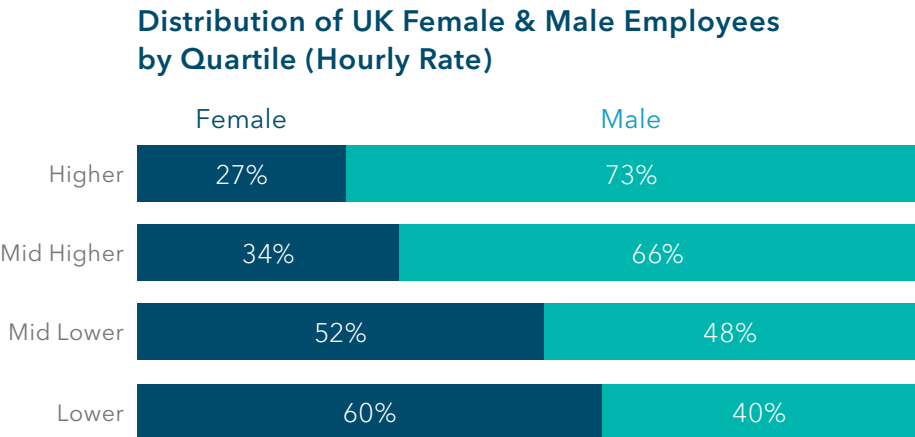
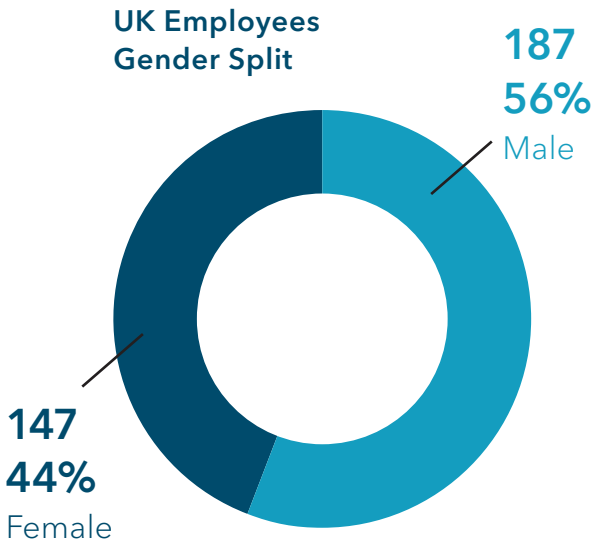
Our gender split has remained well balanced year on year. In the reporting period 53% of our new hires were female, a 2% increase on the previous year.

We have seen greater balance in the split between female and male employees with a 2% drop in females in the lower quartile and 3% drop in the mid lower quartile since the previous report. This is reflective of the development of female talent with 48% of UK promotions awarded to female talent.

The quartile distribution shows a greater number of males in our mid higher and higher quartiles, with a 2% increase on the previous year. This is a result of two factors:

- a higher proportion of professional and senior leadership positions held by our male population; and
- commission eligible employees' placement in the quartiles shift from year to year based on their variable earnings, these earnings in the snapshot month have the greatest impact on the gap.

We greatly value our team members' investment and commitment to our mission and culture. It is their dedication and belief in our mission that is a key factor for our above industry benchmark employee retention rate. This has been foundational to our company's growth. There are many ways to advance at Dun & Bradstreet, and we encourage our team members to grow, develop and pursue new opportunities within our organisation. Our internal leadership development programme equips team members to strengthen their management skills and we saw double the number of UK female participants in the reporting period, which equips team members with internal mobility and promotion opportunities.



Dun & Bradstreet UK Gender Pay Gap Figures

Data presented as at April 2023

What the data tells us

In the snapshot month of April 2023, pay out in accordance with our commission structure resulted in a significant uplift to hourly pay due to strong Q1 UK business performance. Reflective of the wider sales sector, our commercial teams are male dominated and therefore commission had a direct impact on the hourly pay gap.

We run a successful UK graduate sales programme through which we attract top talent and in the reporting period, we saw female intake of 50% which brings opportunity in the long term to progress female talent through our sales organisation.

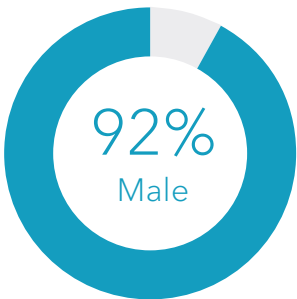
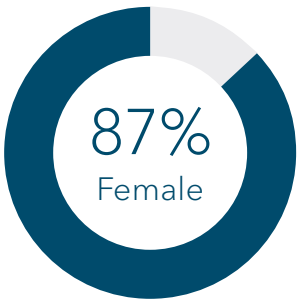
Comparatively, a greater number of our administrative roles are held by our female population; these are overtime but not bonus eligible; however, overtime is excluded from the calculation. Bonus statistics are calculated based on the amount of bonus paid and as bonuses are paid as a percentage of salary, the amount is less for anyone in part-time roles. We continue to see flexible patterns more widely adopted by our female talent with 82% of part-time roles held by females in the reporting period.

This reporting year we have seen a 10.7% increase in female employees who are bonus eligible which correlates with the movement of females through our quartiles. This is reflective of our wider organisational focus on talent development and retention with average tenure in the UK at 8.4 years.

Hourly Pay & Bonus gender pay gap (%)

	MEAN	MEDIAN
Hourly Pay	33.31	29.49
Bonus Pay	64.00	64.00

Proportion of employees who are paid a bonus



Closing the Gap: The Next Chapter

We continue to:

ATTRACT

diverse talent through quarterly training for our hiring managers on diverse and inclusive recruitment process, incorporating diversity in recruitment strategy briefings, assessing talent through gender balanced and diverse interview panels and targeting gender balanced shortlists for senior leadership roles.

DEVELOP

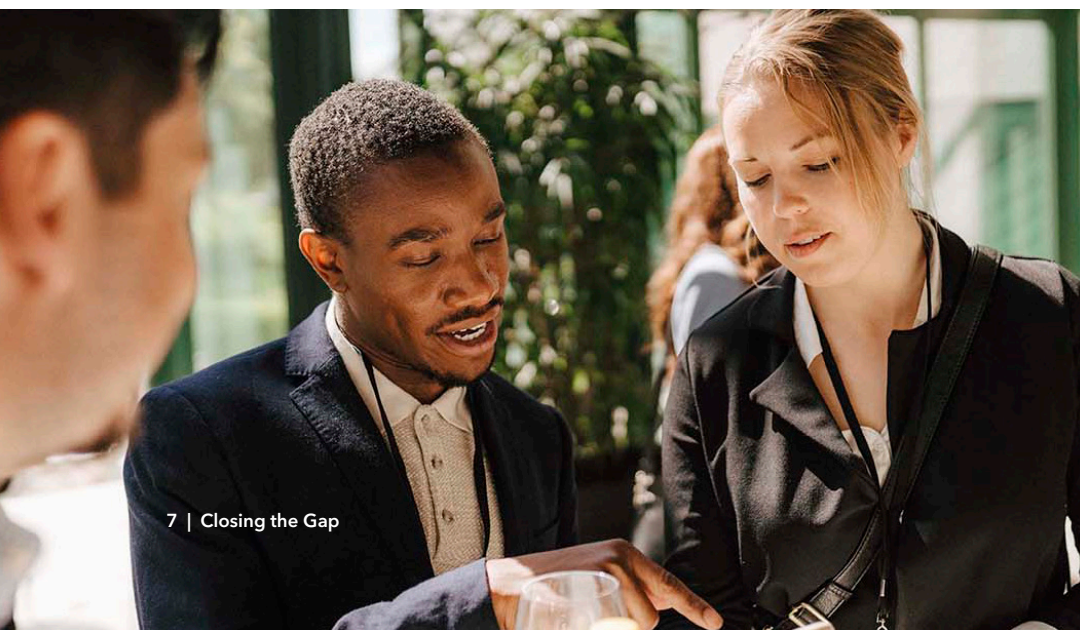
talent across the organisation with the launch of two new courses in 2023, Is Leadership for Me? and Grow your Way designed to inspire team members' thinking around future career paths.

EMPOWER

our leaders with the 2023 release of a Global Leader Toolkit to be accountable for taking fair and unbiased approaches when executing our pay and reward philosophy to enable gender balanced progression. 2023 also saw the launch of the UK chapter of our Company network WISE (Women in Support of Empowerment Equality Excellence), a supportive community for female team members providing opportunities for personal and professional growth, sustainability, development and support, and fostering a culture of inclusivity and diversity.

RETAIN

and connect our talent where 2023 saw our Engagement team host an array of events throughout the year with seasonal, multi-cultural, sporting, charitable and creative themes fostering collaboration, community, appreciation and motivation.



Closing the Gap: The Next Chapter

In 2024 & beyond

A global career pathway project is underway for delivery throughout 2024 with the aim of providing greater transparency on opportunities for progression. This includes a focus on leadership competencies to enable the development of our talent and will be complemented by the WISE focus on leadership in various events throughout the year.

We will continue to listen to the voice of employees by taking actions from our quarterly engagement survey and fostering regular leader conversations with quarterly check ins.



About Dun & Bradstreet

Dun & Bradstreet combines global data and local expertise to help clients make smarter decisions.

The company's business decisioning data and intelligent analytics enable its clients to know who to trust, where to find new opportunities, and how to manage risk. Dun & Bradstreet was founded in 1841 and together with its partners, has offices in more than 190 countries. Dun & Bradstreet's Data Cloud contains over 500 million unique records and is the foundation for delivering local insight on a global scale.

For more information on Dun & Bradstreet, please visit www.dnb.com

Declaration

We confirm this data is accurate and taken from the April 2023 payroll data.



Victoria Young

Senior Manager,
People Business Partner,
UK



Edgar Randall

General Manager,
UK



Dun & Bradstreet Limited (Registered Company Number: 00160043)
The Point, 37 North Wharf Road, London W2 1AF

© Dun & Bradstreet Limited 2024. All rights reserved.

In the UK Dun & Bradstreet Limited is certified to ISO 14001, ISO 27001 & ISO 27701 and is authorised & regulated by the Financial Conduct Authority in relation to providing credit references on non-limited companies.

dnb.co.uk