

**GENDER
PAY GAP
REPORT**

SAATCHI & SAATCHI

The gender pay gap is the difference in average pay between men and women in an organisation. The UK average gender pay gap is 18.4%.

Gender pay is different from equal pay which is defined as “the right for men and women to be paid the same when doing the same, or equivalent, work” (Equality Act, 2010). Having reviewed salaries at every level across the agency, we are confident that women and men at S&S are paid equally for doing the same or equivalent jobs.

The gender pay gap, which we have calculated using the government guidelines, measures any difference in hourly pay between men and women. The figures are calculated by adding the pay of all male employees together and dividing by the number of men, and doing the same for women. The difference is shown as a percentage as of April 5 2017.

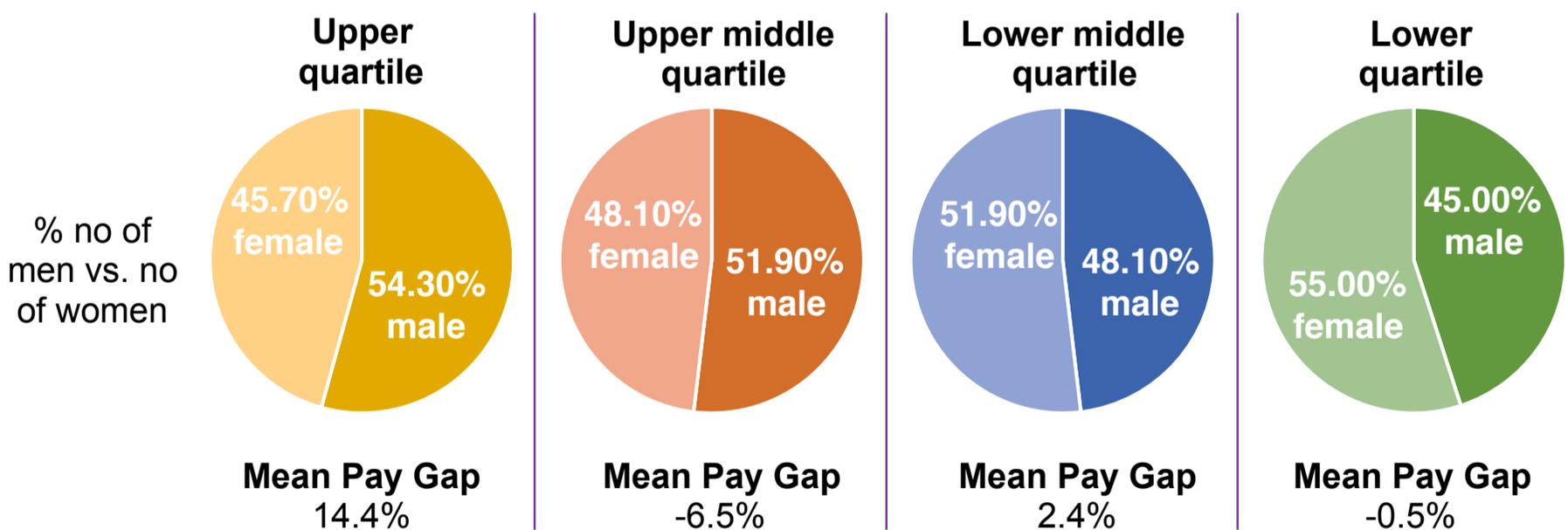
Saatchi & Saatchi London

	Salary Pay Gap	Bonus Pay Gap		% Received Bonus
Mean	15.1%	25.9%	Male	8.7%
Median	6.7%	45.0%	Female	6.7%

Saatchi & Saatchi London quartile pay gaps

When we look at the split at Saatchi & Saatchi London by quartile (we have divided the agency into 4, based on salary levels) we can

see that the pay gap exists almost entirely at senior level.



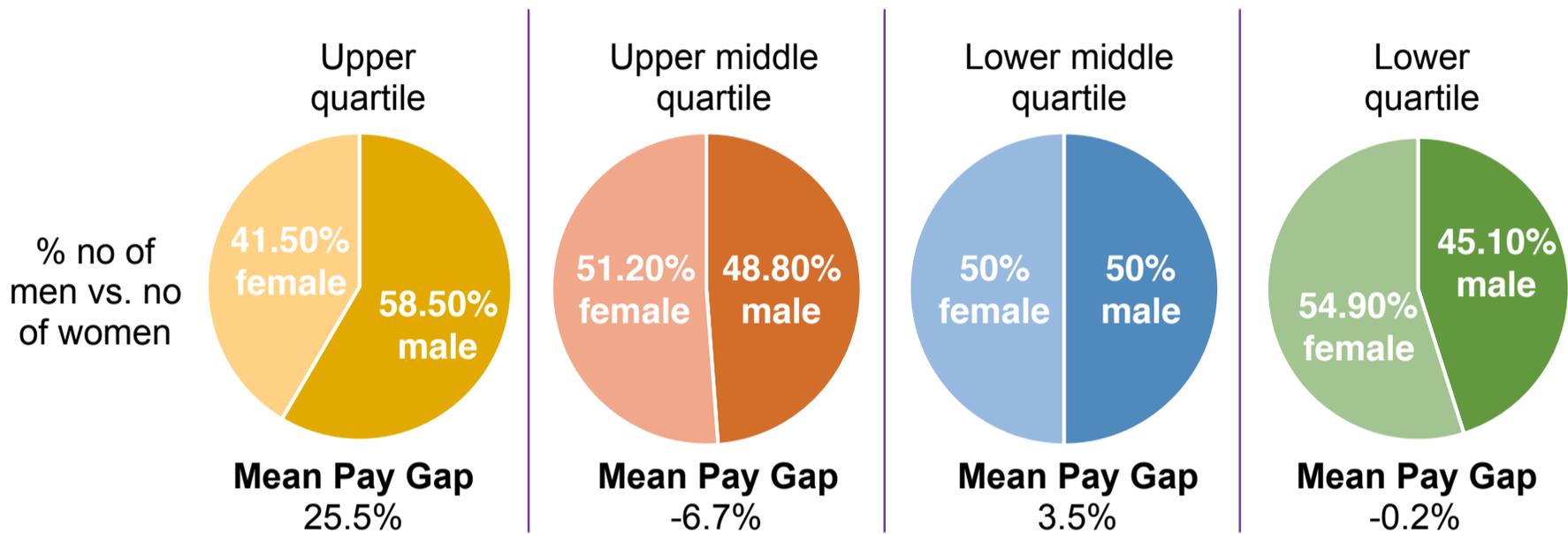
“To close the gender pay gap, in our industry and beyond, it’s not enough just to support women to develop their careers over time – though of course, we are providing that support for our female employees at all levels. We also need to accelerate our progress, for example by insisting on flexible cultures that allow all of our people to balance family life with work, or by actively encouraging men to take shared parental leave.”

Kate Stanners, chair of Saatchi & Saatchi

Saatchi & Saatchi Group (including global team)

	Salary Pay Gap	Bonus Pay Gap		% Received Bonus
Mean	26.4%	69.8%	Male	11%
Median	6.7%	45.0%	Female	6.8%

Saatchi & Saatchi Group quartile pay gaps



"Equality and equal opportunities are not just ambitions for the future of Publicis Groupe. It is something we work to make a reality, every day, for the good of our people and our clients. Globally, our supervisory board is made up of equal numbers of women and men. In the UK, our agencies are focusing on progressing initiatives that will help achieve a better balance of gender at senior levels.

We already have strong female leadership in Sue Frogley (UK CEO, Publicis Media), Kate Stanners (Chairwoman and Global CCO, Saatchi & Saatchi), Carol Miller-Repetto (CEO, PG One), Chaka Sobhani (CCO, Leo Burnett London), Karen Buchanan (Chairman, Publicis London / Chief Client Development Officer, Publicis UK), Jodie Stranger (Starcom UK Group CEO / President of Global Network Clients, EMEA) and Annette King, who will be joining us soon

as CEO Publicis Groupe UK. It is a start, but we are very aware that we still have a long way to go – as with many industries, the ratio of women to men decreases with seniority.

We strongly believe in equality within the workplace and that our agencies and our industry would be more successful with men and women at all levels. That's why our Diversity & Inclusion initiatives, led by Anne-Gabrielle Heilbronner, member of the Directoire and Groupe Secretary General, are an everyday priority for Publicis Groupe and our agencies. These initiatives, including VivaWomen! and the LGBT movement Égalité, encourage and celebrate diversity and inclusion in all of their forms."

Steve King, Executive Sponsor, Publicis Groupe UK & Global CEO, Publicis Media

Mean hourly pay is the basic average figure, which is calculated by adding the pay of all male employees and dividing by the number of men, and the same for female employees. According to government guidelines, the difference must be shown as a percentage of the mean pay of the men.
Median hourly pay is the middle pay point, and identifies the pay of the person who is in the middle of the range of hourly pay rates. Again, the difference must be shown as a percentage of the median pay of the men.

Initiatives for improvement

We recognise that we have a gender pay gap, and are clear that it exists due to having fewer women than men in our most senior roles. We are committed to improving this situation by

taking positive steps to support the women within our business to rise to senior leadership positions over time, details of which are below.

-
- We have launched a Saatchi & Saatchi Future Leaders scheme - in year one (2018), 6 of our 8 Future Leaders will be women.
 - We have introduced training specifically designed to support the women within our business – e.g. a session on International Women’s Day on the 8 traits of successful women in business.
 - This year, we will introduce unconscious bias and equal opportunities training for all hiring managers.
 - We actively participate in Viva Women, a Publicis Groupe initiative to connect, to develop and empower women across the agency networks.
 - This year, one of our key initiatives is on flexible working: we obviously offer flexible working to all our staff, but will be looking at how we can do more to support and encourage people who would like to work flexibly.
 - We are part of Creative Equals <http://www.creativeequals.org/>



SAATCHI & SAATCHI