

GENDER PAY GAP - 2018

Publicis Limited



Nick Farnhill
CEO, Publicis Worldwide UK

Like everyone else across the industry, diversity, equal opportunity and addressing the gender pay gap continues to be at the top of our agenda. We realise however that this cannot be cracked overnight. It's going to take time, continued commitment from everyone across our teams and it will involve a genuine shift in our collective attitudes and behaviours.

We believe it is about creating a clear understanding across genders to foster and promote a fair balance. Therefore, in 2019, we are focusing

our energies on three key initiatives that we believe will have the biggest and most immediate impact.

Firstly, in April, we will be launching an office wide flexible working scheme, which will fundamentally reset our working approaches and behaviours.

Secondly, we are focusing on additional support for parents and caregivers. We are committed to ensuring that they are aware of their choices in respect of types of leave, but also in the support they have

when returning to work. We are also focusing on Line Manager coaching to this effect too.

Finally, we are launching a new leadership training programme as well as a mentoring scheme. These two initiatives will not only help us identify our key talent and provide a structured path for women transitioning into key leadership positions. It will also prove pivotal in helping us to understand the challenges faced by all those working with us across ethnicities, genders and age and how to

address these. Importantly, we know we do not have all the answers just yet but we are committed to actively working on and continuously improving all of our diversity and inclusion initiatives.

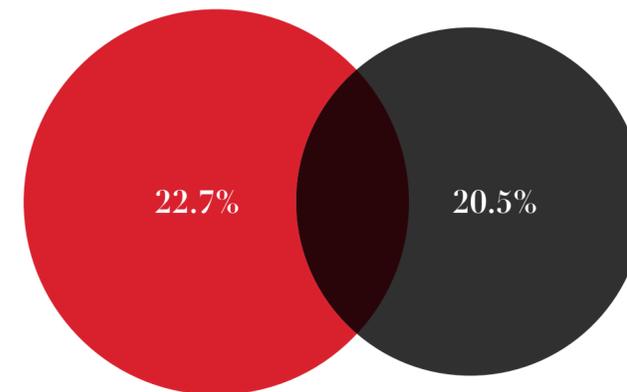
My single priority, in my first year as CEO for Publicis Worldwide UK, is to challenge everyone here with creating an environment that we are proud of, which is motivating and inclusive for all.

GENDER PAY GAP EXPLANATION AND RESULTS

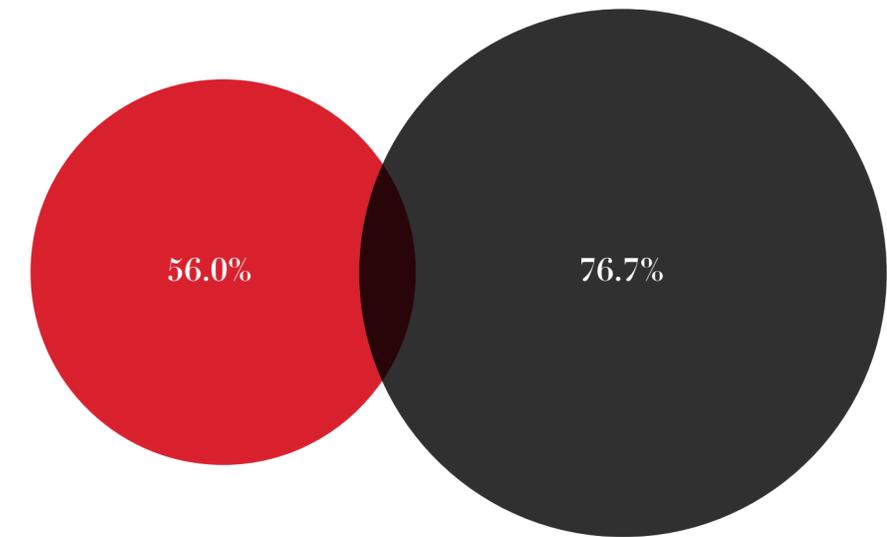
The gender pay gap is the difference in average pay between men and women in an organisation. Publicis Limited's Gender Pay Gap for 2018 is 22.7%.

The gender pay gap 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).

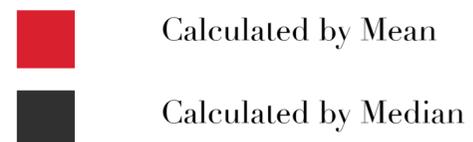
The following has been calculated using the Government guideline calculations to determine our gender pay gap for 2018.



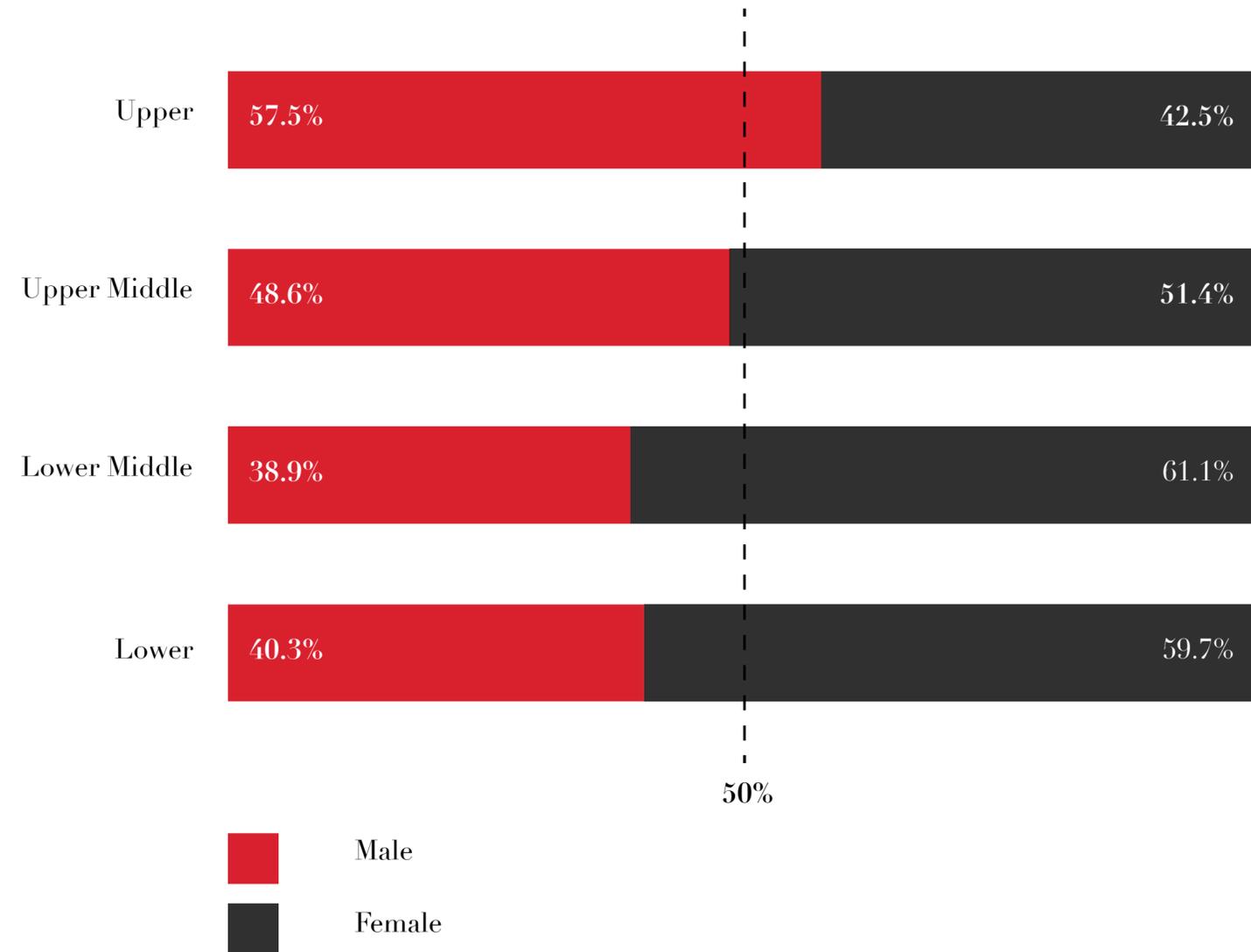
Salary Pay Gap



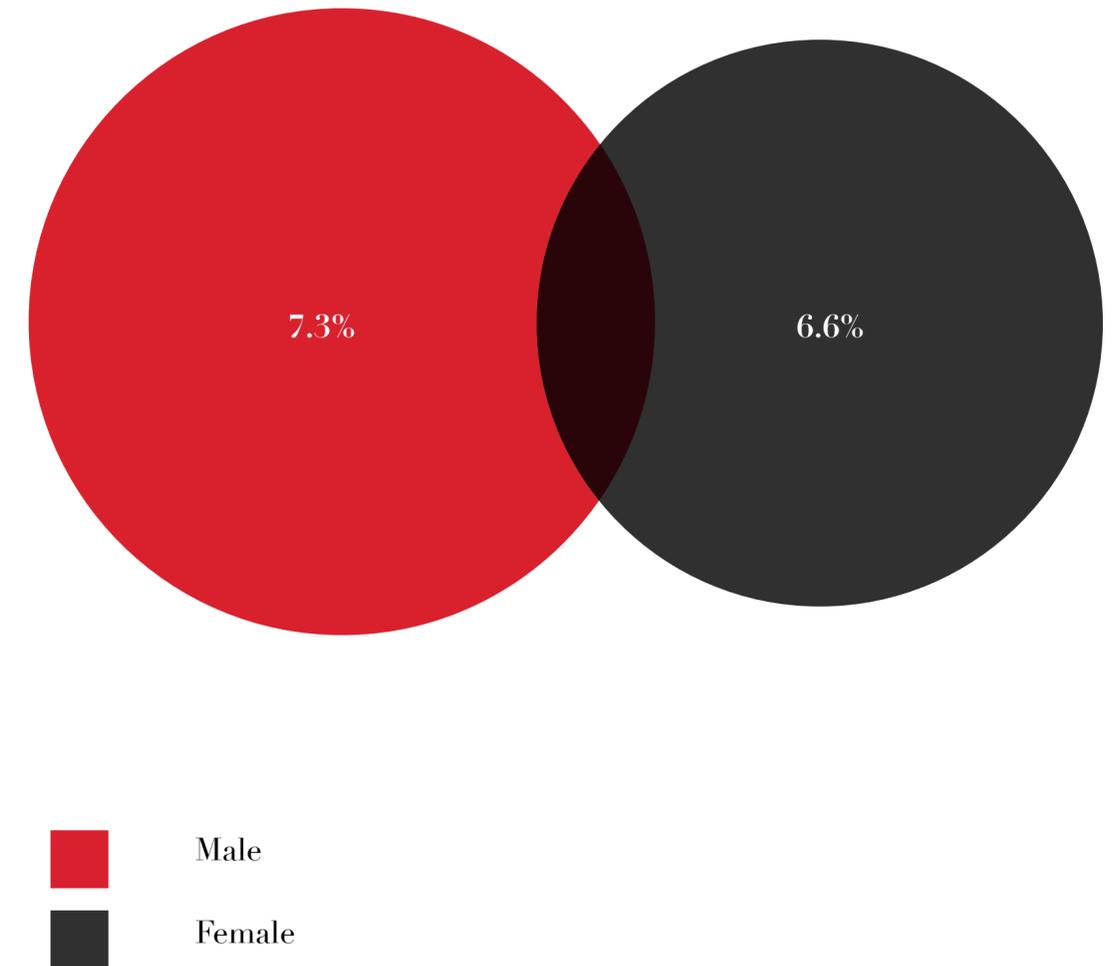
Bonus Pay Gap



PUBLICIS LTD QUARTILE PAY GAPS



% RECEIVED BONUS



WHAT DOES OUR GENDER PAY GAP DATA TELL US?

Our gender pay gap report is influenced by the same challenge our industry faces, that being a lower percentage of women holding positions within the upper quartile, in comparison to the number of men in such positions. As a result, the retention of women at the senior level, has impacted our gender pay gap results.

The IPA diversity census (2017) found that women now hold 30.4% of executive management positions. As such, we are exceeding the industry average, as 42.5% of our upper quartile roles are occupied by women.

However, we are committed to improving this further.

Additionally, the bonus data is also heavily influenced by the under representation of women within the upper quartile. Our focus will continue to be, actively addressing the under-representation of women at this senior level, as well as helping the transition of women from the lower middle quartiles into the upper middle quartiles, through focused career development plans, leadership schemes and meritocracy.



OUR COMMITMENT TO CLOSING THE GAP

A Leadership Training Scheme

A fast track scheme to enable high performing women to transition into senior leadership positions.

Flexible Working

Making work/ life balance better for all, irrespective of caring or parental responsibilities. Encouraging a more flexible approach to work.

Maternity, Paternity and Shared Parental Leave

We believe that both parents, whatever their gender or sexual orientation, should have the right to take time off and be supported financially and professionally. We are proud to offer equality of pay to our expectant fathers who choose to take shared parental leave and we also offer expectant fathers enhanced paternity pay too.

Returning Parents Coaching Scheme

Additional support for parents when they first return to work.

Diversity and Inclusion Taskforce

We have a dedicated diversity and inclusion group, who are continuously working towards raising awareness on different D&I initiatives, such as but not limited to flexible working, inclusive culture, family and carer friendly policies.

Unconscious Bias

In 2018 we introduced unconscious bias training for our management teams and hiring managers. This training will continue throughout 2019.

Harassment and Best Behaviors training

We are providing training to all employees, which will serve to encourage positive conduct at work and will inform employees of how to speak up, should any negative conduct occur. We are proud to endorse the #TimeTo code of conduct, which was initiated by the Advertising Association, NABS and WACL, and is backed by ISBA and the IPA.

VivaWomen!

We actively participate and promote the work of VivaWomen!, an internal women's network set up by Publicis Groupe. VivaWomen! supports women within the network to realise their potential, by inspiring every woman to achieve their goals and providing the practical help and support, to help her manage her career with confidence.

Égalité

We actively participate and promote the work of the LGBT movement, Égalité which was formed to celebrate diversity and create an inclusive working environment for all.

GROUPE VISION



Annette King
CEO, Publicis Groupe UK

“Talent is at the heart of everything we do at Publicis Groupe UK and we are committed in our ambition to being a company that provides equal, accessible opportunities for everyone.

I am proud that we have deployed a series of ambitious programmes across our UK agencies to help achieve a better balance of gender at senior levels. Although these are relatively new, we are already seeing progress in some areas. The simple truth is that we are on a journey, there will always be room for

improvement and it’s essential we talk, review and redress how we are going to embrace a better and more transformative workplace.

Over the last year, we have welcomed more female leaders across Publicis Groupe UK; Jo Coombs (COO, Publicis Groupe UK), Anna Campbell (CGO, Publicis Groupe UK), Paula Cunnington (CTO, Publicis Groupe UK) and Emma de la Fosse (CCO, Digitas) who join our ever-growing pool of senior female talent including Sue Frogley (CEO, Publicis Media),

Kate Stanners (Chairwoman and global CCO, Saatchi & Saatchi), Fura Johannesdottir (ECD, Publicis Sapient), Chaka Sobhani (CCO, Leo Burnett London), Larissa Vince (Managing Director, Saatchi & Saatchi London), Natalie Cummins (CEO, Zenith UK), Karen Martin (Managing Director, BBH) and Dani Bassill (CEO, Digitas).

Globally, our supervisory board is made up of equal numbers of women and men. Our Diversity & Inclusion initiatives, led by Anne-Gabrielle Heilbronner of the

Directoire and Groupe Secretary General, are an everyday priority for Publicis Groupe and our agencies. These initiatives, including VivaWomen! LGBT movement Égalité, and the Women’s Forum actively push diversity and inclusion across many platforms.”