

A man and a woman in business attire are walking up a wide set of stone stairs. The woman is on the left, wearing a white blouse and a black skirt, and the man is on the right, wearing a white shirt and dark trousers. They are both looking towards the top of the stairs. The stairs are made of dark stone and have a wide, open feel. The background is a solid yellow color.

MINTEL

Gender Pay Gap Report 2021

Mintel notes there is no gender pay gap between males and females in the same role with the same experience.

Mintel Group Ltd has a gender pay gap of 21.4% between males and females in the UK. We have a wide variety of roles across our business and we are working hard to encourage career growth and development within Mintel in order to reduce this gap. We have supported many of our colleagues through management development programmes, both through external training and internal leadership development. We have also introduced new flexible working practices to ensure everyone is supported in their working lives.

Mintel encourages the best candidates to apply for positions, irrespective of gender. We are careful to interview candidates with the right skills and experience for the roles, and do not discriminate on the basis of gender or any other grounds.

We seek and value diverse talent and unique perspectives to drive sustainable success for our business and for our people.

Having a hugely diverse and inclusive workforce helps expand our global footprint and opens opportunities for all employees. While we appreciate that effective change will take time, we are committed to continually improving our gender pay gap.



Matt Nelson
Global CEO

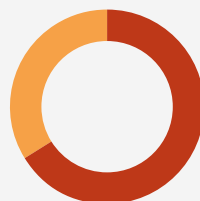


Liz Westcott
EMEA MD

Number of employees by pay quartile

● Male ● Female

Upper quartile



● **66.4%**
● **33.6%**

Upper middle quartile



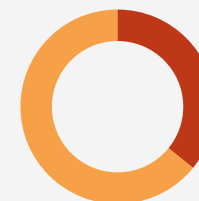
● **50.8%**
● **49.2%**

Lower middle quartile



● **63.1%**
● **36.9%**

Lower quartile



● **63.9%**
● **36.1%**

Difference in hourly rate of pay

Mean

21.4%

Median

30.2%

Difference in bonus pay

Mean

35.0%

Median

26.5%

Percentage of employees who received bonus pay

Male



42.6%

Female



38.4%