

Affinion UK 2017 Gender Pay Gap Report



Background

In April 2017 the UK Government introduced legislation that made it statutory for organisations with 250 or more employees to report annually on their gender pay gap for workers in scope.

What is a Gender Pay Gap?

A Gender Pay Gap is a measure of the difference in the average pay of men and women – regardless of the nature of their work – across an entire organisation, business sector, industry or the economy as a whole. It can be driven by the different number of men and women across all roles.

What is the difference between Gender Pay Gap and Equal Pay?

Gender pay gap reporting does not represent equal pay. Equal pay relates to men and women being paid differently for ‘like work’ or ‘work of equal value’ and has been prohibited under UK law since the 1970s. We are committed to ensuring equal pay through regular monitoring and analysis and are confident that our gender pay gap is not an equal pay issue.

The Affinion Group is committed to Equality of Opportunity in employment

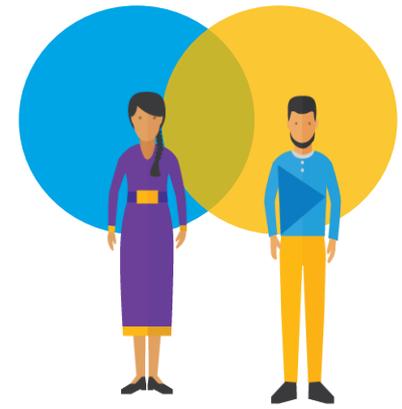
Affinion is committed to creating a level playing field where all our employees can succeed. We continuously work to create an inclusive and flexible working environment that ensures all of our employees have the opportunity to flourish. We are pleased to confirm that we use a widely recognised methodology to grade all of our job roles and all annual pay awards are paid irrespective of gender.

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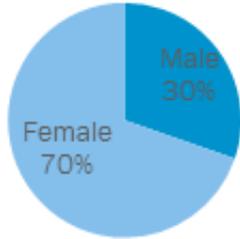
Our Results

Snapshot date: 5 April 2017. Data is based on a total of 568 workers of which 568 were categorised as “relevant employees” and used in the reporting of bonus pay gap statistics. 438 employees were classified as “full-pay relevant employees” and were used in the reporting of hourly pay gap statistics.

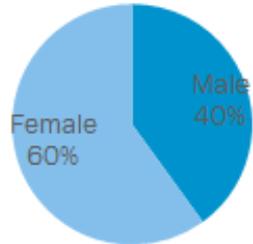
The proportion of males/females in each quartile pay band is as follows:



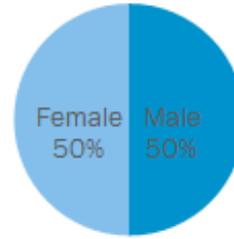
Lower Quartile



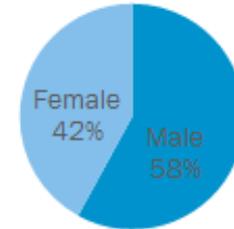
Lower Middle



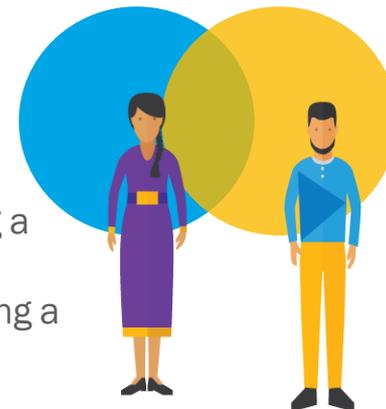
Upper Middle



Upper Quartile



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Our Pay and Bonus Gender Gap is as follows:

	Mean*	Median**
Pay	39.1%	41.2%
Bonus	62.5%	76.8%

- The proportion of male employees receiving a bonus is 56.4%
- The proportion of female employees receiving a bonus is 50.5%

*the difference between the average of men's and women's pay

**the difference between the midpoints in the ranges of men's and women's pay

Understanding the pay and bonus gaps

Many people may be taken by surprise when they discover that their organisation has a gender pay gap. Their reaction is often to question the calculation because they know that men and women are paid equally. But this is to confuse two ideas. So while unequal pay rates can cause a gender pay gap, this is, thankfully, a relatively rare explanation for the gap.

External Context

A gender pay gap is much more frequently the result of structural issues - about where men and women are most often found within an organisation, and the sorts of salaries those roles attract. For example, currently across the whole UK economy, men are more likely than women to be in senior roles - especially very senior roles at the top of the organisation. Men are also more likely than women to be found in technical and particularly IT-related roles which attract higher rates of pay than other roles at similar levels of seniority. Women are more likely than men to work part time, or to have had breaks that affect their career progression and long-term earnings.

Affinion International is committed to ensuring that all roles in our business are accessible to those with the skills and experience who wish to work there regardless of gender, and we will continue to take steps to encourage all our people to reach the highest level to which they aspire.

I confirm that the data in this report has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.
Alison Taylor, HR Director, Northern Europe. Published April 2018