

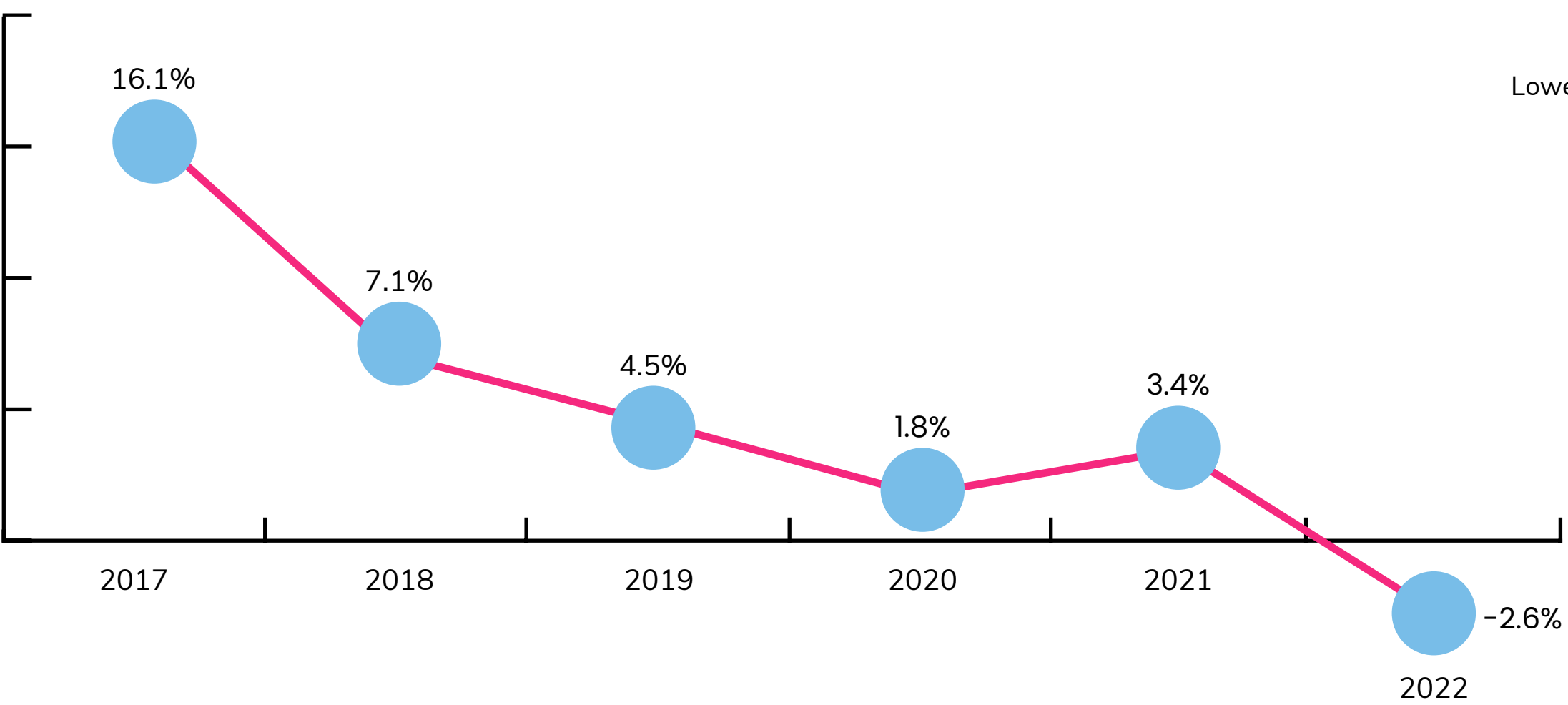
IPG Health Medical Communications

UK Gender Pay Gap 2022

2022 GENDER PAY GAP REPORT

IPG HEALTH MEDICAL COMMUNICATIONS UK

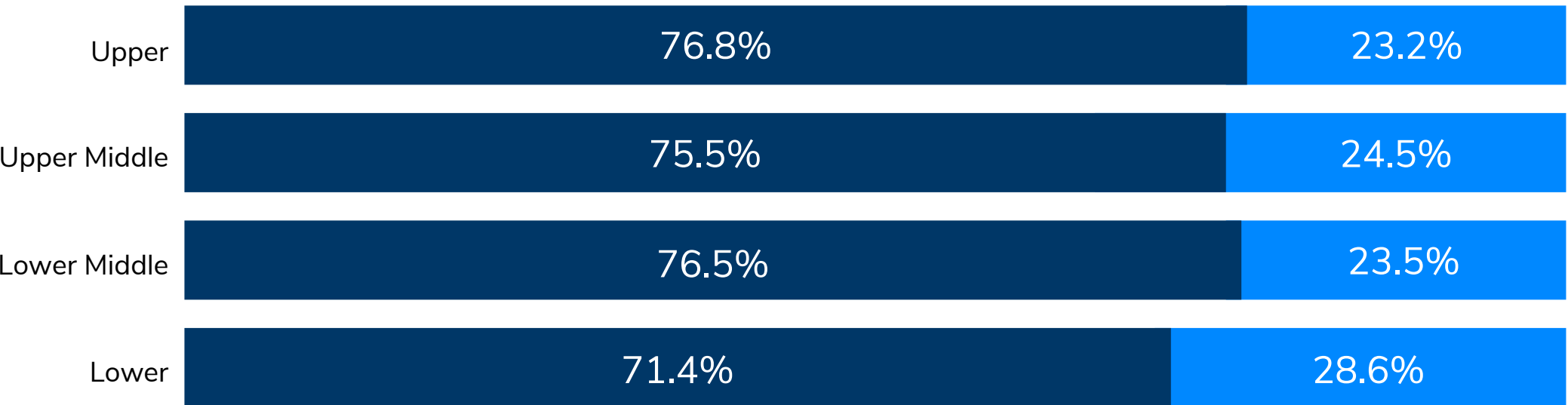
2017-2022 Mean Gender Pay Gap



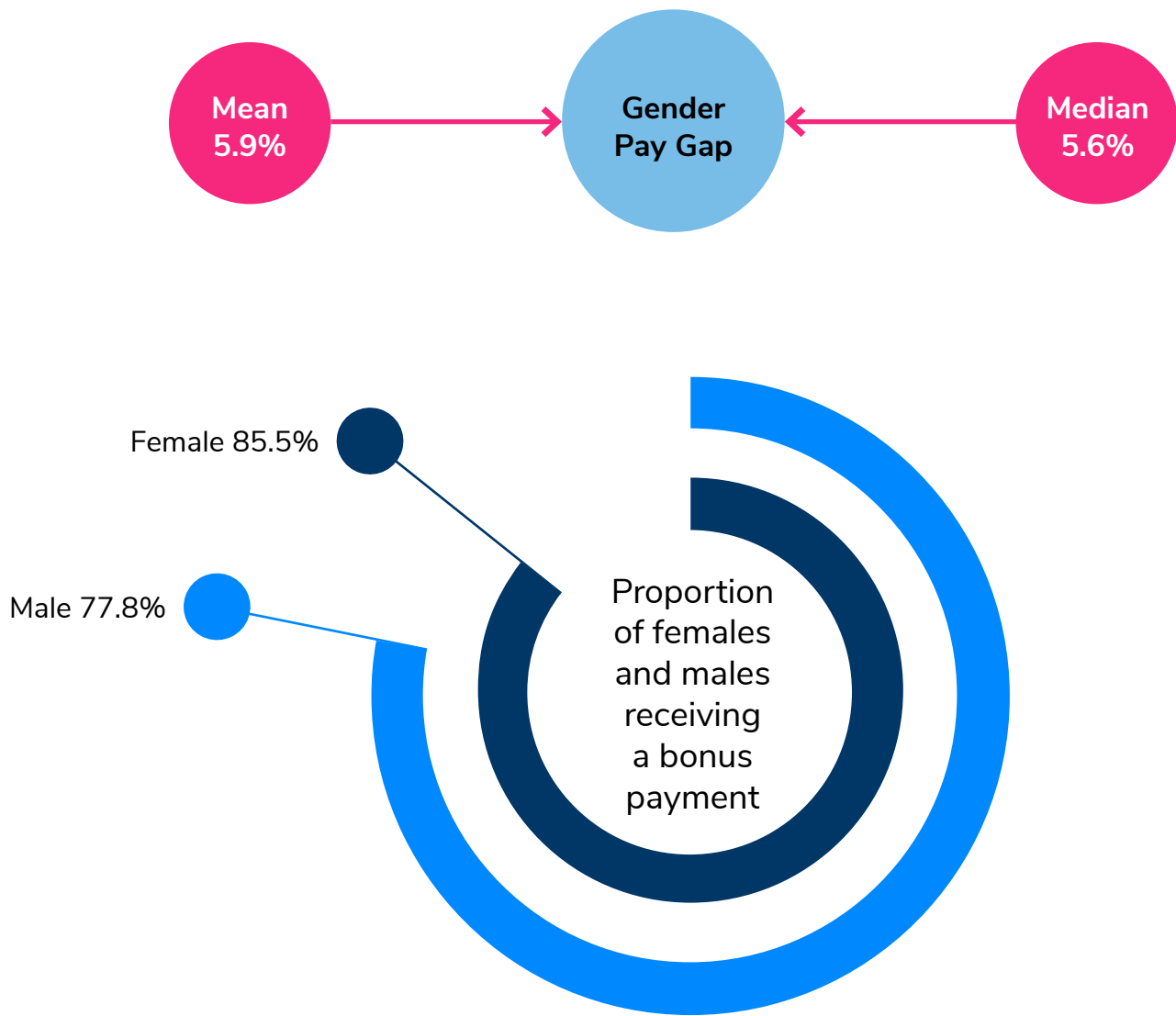
PAY DIFFERENCE OVERALL



Proportion of females and males in each quartile band



BONUS PAY DIFFERENCE



2022 GENDER PAY GAP REPORT

IPG HEALTH MEDICAL COMMUNICATIONS UK

Context for 2022 + Our Action Plan

Additional ongoing work expected to further address the gap and enhance our equity, diversity and inclusion agenda

- We are proud of our Gender Pay Gap reporting which we calculate for the UK and also for North America.
- Continue to work with our Senior Management Team on all matters relating to EDI.
- Continue to roll out a comprehensive programme of EDI initiatives to support our important work in this area, including the continuation of a reciprocal mentorship programme, and running a number of educational workshops on topics such as neurodiversity, and microaggressions.
- Continue to utilise our EDI Council to ensure our processes and practices as a business are fair and equitable, and allow diverse talent to flourish.
- Continuing to support flexible working requests including employee wishing to work from home in a different location to their current address either on a permanent or temporary basis.
- As part of our recruitment outreach programme, we continue to explore how we can attract more men into our global business within the lower pay quartiles to create a more even gender balance and continue to drive this via our entry level Fuel (Future Experts and Leaders) training and development programme. We firmly believe in appointing the best candidate into the role, regardless of gender.