



Gender Pay Gap Reporting

GES Limited is committed to realising the potential of its people. GES is focused on making its people the best they can be by developing knowledge, skills and behaviours to perform their roles with a focus on the future needs of its business and its people.

From 2017, the UK government introduced a requirement for all employees with 250 or more employees to publish and report specific figures about their gender.

The gender pay gap measures the difference between mens' and womens' average earnings and is expressed as the % of the difference between average womens' and mens' pay. We have compared the hourly pay to the national statistics general pay gap, therefore, a lower percentage figure means a lower difference. Our gap continues to trend in a positive way.

How does GES compare:

GROUP	MEDIAN GENDER PAY GAP (%)	MEAN GENDER PAY GAP (%)
GES	12.37%	16.74%
National Statistics (ASHE 2024)	6.9% All employees	10.9% All employees

This grid shows gender distribution at GES in four pay quartiles. Band B and C are more evenly split. We notice that there is a higher percentage in the pay quartiles, A and D.

BAND	MALES	FEMALES	DESCRIPTION
A	39.02%	60.98%	Includes all employees whose standard hourly rate places them at or below the lower quartile
B	44.35%	55.65%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C	51.22%	48.78%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D	60.98%	39.02%	Includes all employees whose standard hourly rate places them above the upper quartile

GES's bonus data below reflects the higher number of men operating at the executive and senior management levels who receive a bonus relating to their performance, where the scale of the bonus is greater.

GROUP	MEAN GENDER BONUS GAP (%)	MEDIAN GENDER BONUS GAP (%)
GES	34.31%	47.96%

The gap is driven by our sector as many senior and executive level roles are held by men.

National Statistics (ASHE 2025)	6.9%	12.8%
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GROUP	MALES WITH BONUS (%)	FEMALES WITH BONUS (%)
GES	56.02%	51.98%

The proportion of females receiving a bonus was similar to that of the males.

Next Steps

GES will continue to assess and act to address the gaps, looking at development needs through succession planning and support to enable its people to be the best they can be. GES continue to subscribe to Women in Exhibitions to help provide opportunities for our female population to gain development and networking opportunities in order to support females and provide the best possible chance of career and pay progression and now have representation on the board of Women in Exhibitions. The business are focused on diversity in the workplace and during 2025, we introduced a development and support programme "Women@GES". This programme is designed to empower our strong female workforce by preparing them for future leadership through targeted development opportunities, supportive networks, and practical resources. Participants are invited to engage in webinars, development sessions, and focus groups.

The Senior Leadership team seek to provide support to females with skills and experience that are aspiring next generation leaders. Additionally, we are regularly reviewing our family friendly policies to attract and retain female employees. We confirm the information is an accurate snapshot as of 5 April 2025.

Katrina Rowbury
HR Director, EMEA