Elsevier Limited
2023 UK GENDER PAY GAP REPORT

INTRODUCTION

Under UK legislation (the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017), companies with 250 or more employees in Great Britain are required to publish specified UK gender pay gap statistics. Elsevier Limited is the UK employing entity for Elsevier, which is a global information and analytics business.

Elsevier Limited employs around 1,700 people in Great Britain, representing approximately 18% of Elsevier's global employee population. This report for Elsevier Limited is published in accordance with the UK legislation.

THE UK GENDER PAY GAP REPORTING REQUIREMENT

The UK gender pay gap is different from equal pay. The UK gender pay gap measures the overall difference between the average pay received by men and the average pay received by women in a workplace. It therefore reflects the different number of men and women at varying levels of seniority and doing different roles. The UK gender pay gap does not measure or compare pay in like-for-like roles. By contrast, equal pay is a legal requirement in the UK to pay men and women the same for equal or similar work. Elsevier Limited is committed to equal pay and has policies in place to pay employees fairly for the role they do, irrespective of their gender. A UK gender pay gap can exist despite men and women being paid equally for the same or similar roles.

The reason for the total pay gap at Elsevier Limited is that there is a greater proportion of men than women in more senior, higher paid roles, and a greater proportion of women than men in lower paid roles, as illustrated by the pay quartile statistics below. It is these gender demographics that are driving our UK gender pay gap. The bonus pay gap statistics reflect the fact that opportunities to receive performance-related pay (for example annual and share-based incentives and sales commission) increase with seniority and there is a greater proportion of men than women in more senior roles. A one-time payment was made in 2023 to employees who were not already on an incentive scheme. This has impacted the bonus eligibility and bonus gap data. Excluding this one-time payment, the mean bonus gap would have been 3.7% and the median 28.2%.

THE ACTIONS WE ARE TAKING GLOBALLY

Elsevier is committed to creating a diverse and inclusive workplace. To learn more about our policy and initiatives, including our efforts to increase representation of women in senior roles, please click, please visit our website.

THE UK GENDER PAY GAP INFORMATION FOR ELSEVIER LIMITED

Pay Quartile	% of men	% of women	Median total pay gap per quartile
Upper	75.2%	24.8%	0.9%
Upper Middle	66.6%	33.4%	1.5%
Lower Middle	44.8%	55.2%	2.9%
Lower	27.3%	72.7%	1.0%

Mean total pay gap	26.2%
Median total pay gap	33.6%

% of men receiving bonus pay	91.1%
% of women receiving bonus pay	88.3%

Mean bonus pay gap	29.1%
Median bonus pay gap	67.6%

I confirm that the information and data provided in this report are accurate and in line with the UK legislation.
Wayne Acquah, EVP Human Resources, Elsevier

Notes

[1] The **pay quartiles** show the gender distribution across Elsevier Limited. Each pay quartile contains a quarter of the total Elsevier Limited employees, who were ranked from highest pay (upper quartile) to lowest pay (lower quartile).

[2] The **total pay gap** is based on employees' hourly rate of pay, calculated using their ordinary pay and any bonus pay received in April 2023. Ordinary pay includes regular pay (e.g. base salary and allowances). Bonus pay includes all types of incentive pay (e.g. annual bonus, commission, share-based award payout and option exercises).

[3] The **proportions of men/women receiving bonus pay** and the **bonus pay gap** are based on bonus pay received in the 12 months to 5 April 2023.

[4] The **mean** is calculated by adding up the values and then dividing by the number of values.

[5] The **median** is found by listing the values in order and finding the middle number in the list (or, if there are equal numbers, the mean of the two middle numbers).