

# GENDER PAY GAP REPORT 2017

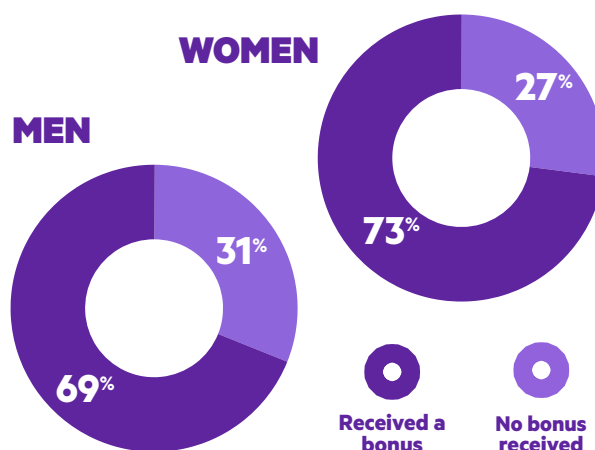
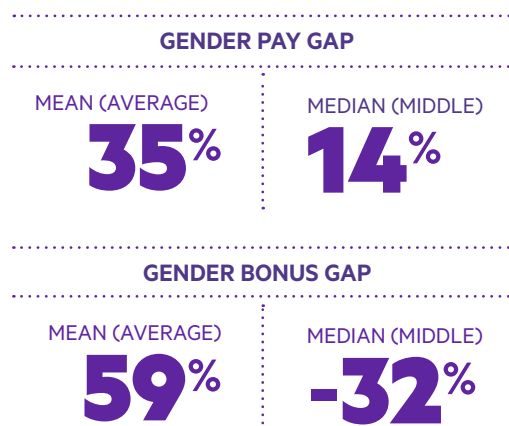


Our team of over 1000+ great minds across, 26 offices are from a variety of cultures, beliefs and backgrounds which we believe make us stronger, more creative and able to deliver better results for our clients.

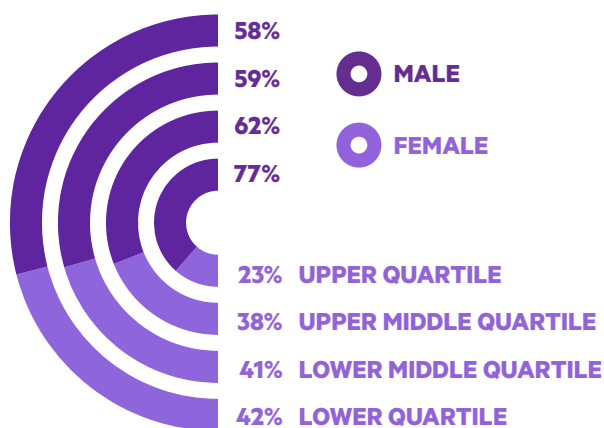
We understand the reasons why we have a gender pay gap and therefore we are able to put steps in place to be able to make real long term improvements for the future.

We believe in opportunities for everybody and have set out to close the gender pay gap in the next few years. Here are the UK results from April 2017.

## DIFFERENCE BETWEEN MEN AND WOMEN



## PROPORTION OF MALES AND FEMALES IN EACH PAY QUARTILE



As the results show, CSM has an above average Gender Pay Gap, which is particularly prevalent in the calculated mean number. However CSM's median gender pay gap in the UK is 14% showing there is an average to low discrepancy on salary.

These results are not an equal pay issue, but what it does indicate is we have a large number (77%) of senior roles filled by men.

Our business has been created from a number of agencies brought together through acquisition and the majority of those businesses have been owned and managed by male leaders. We are delighted we have been able to retain this talent but it does mean the gender balance is skewed at the top level.

We recognise that we do not have enough women in senior roles and therefore know that we have some work to do.

## HOW CSM WILL MAKE A DIFFERENCE

CSM is committed to reducing Gender Pay gap for the long term and has already put in place a number of practices. There is however more that we are looking to implement over the coming months and years.

- We are reviewing our Maternity, Paternity and Shared Parental Leave policies to ensure that we are focused on giving balanced opportunities for families.
- We are committed to making it easier for parents to return to work after any period of leave.

- In the coming months, we will introduce unconscious bias and inclusion training.

We understand there are no quick fixes to this and that this needs a long term plan and an ongoing programme of work that the Leadership team of CSM are determined to make progress with.

Matthew Vandrau  
Group CEO

Charlotte Macartney  
Group People & Talent Director