GENDER PAY GAP REPORT

2018

ticketmaster
OVERVIEW

WHAT IS THE GENDER PAY GAP?

The Gender Pay Gap measures the difference between men’s and women’s average earnings across the whole business. The Gender Pay Gap does not compare the pay received by men and women for doing the same job; this is known as Equal Pay.

The UK Government requires all UK businesses with over 250 employees to publish data about their Gender Pay Gap from April 2017.
Ticketmaster is a vibrant, diverse place to work. We believe that diversity adds value to our workforce and delivers a better service to our fans.

As a technology-led business, our Gender Pay Gap reflects the broader societal challenges of getting more women into the technology sector. There is an acute skills shortage in this area, with women accounting for just 25% of all UK STEM graduates. Only 16% of leadership positions in the technology industry are held by women [source: NCWIT]. Illustrating this challenge, if you remove our technology employees, our mean Gender Pay Gap is (minus) - 4%.

Of course, we want to see more women in the technology industry and have been working with several organisations who provide opportunities for women to get into tech including Women Who Code, codebar, Code First: Girls and have an official partnership with Code Your Future. We host and support these groups with funding and regular meet-ups in our offices. We launched our own female employee resource group, WE Nation, in 2015 which continues to roll strong through our business in both the UK and across our International markets.

To ensure fairness, we have systemised our approach to reward and compensation decisions, including conducting a job levelling review across the UK. Our robust policies and training programmes ensure that we are continually working to ensure no bias exists in our recruitment processes.

We see Gender Pay Gap reporting as an opportunity to drive awareness about the challenges in our industry. We will continue to support women at all levels in our business. We are committed to increasing women and diversity in our workforce and being an inclusive environment where everyone can succeed.

signed
Mark Yovich - President, Ticketmaster
OUR COMMITMENTS

We are focused on long-term solutions to get more women into our workforce. Examples include:

**DEVELOPMENT**
Increasing our commitment to apprenticeships in UK targeting gender balance throughout.
Profiling role models in our business to create visible development paths.

**TALENT ACQUISITION**
Attracting more women through participation in talent networks, schools and colleges.
Unconscious bias training launched for hiring managers and team leaders.

**CULTURE**
Enhanced family benefits, including six months full paid leave for all primary carers, and offering coaching support for parents, pre-during and post leave.
Employee Resource Group focused on women.

**LEADERSHIP**
2019 launch of our formal mentorship programme which will target developing women’s careers.
Increased gender balance in all leadership development programmes.