

MINTEL

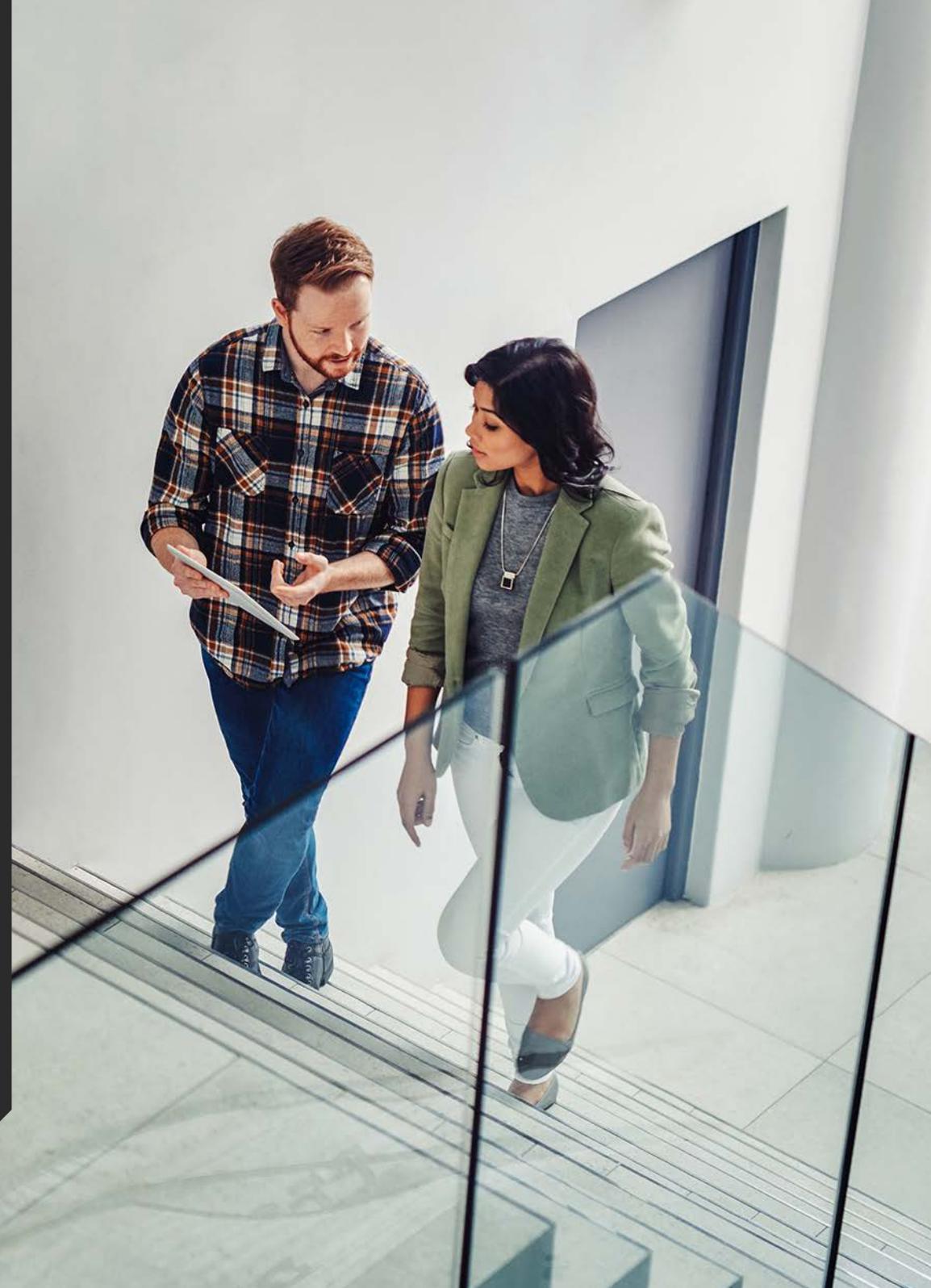
2022

# Gender Pay Gap Report

---

Mintel notes there is no gender pay gap between males and females in the same role with the same experience.

Experts in what consumers want and why



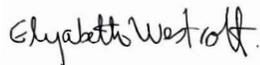
Mintel Group Ltd has a gender pay gap of 20.7% between males and females in the UK. We have a wide variety of roles across our business and we are working hard to encourage career growth and development within Mintel in order to reduce this gap. We have supported many of our colleagues through management development programmes, both through external training and internal leadership development. We have also introduced new flexible working practices to ensure everyone is supported in their working lives.

Mintel encourages the best candidates to apply for positions, irrespective of gender. We are careful to interview candidates with the right skills and experience for the roles, and do not discriminate on the basis of gender or any other grounds. We seek and value diverse talent and unique perspectives to drive sustainable success for our business and for our people.

Having a hugely diverse and inclusive workforce helps expand our global footprint and opens opportunities for all employees. As such, in the next year, we will be conducting a gender pay gap analysis of the entire Mintel employee population. While we appreciate that effective change will take time, we are committed to continually improving our gender pay gap in the UK and globally.

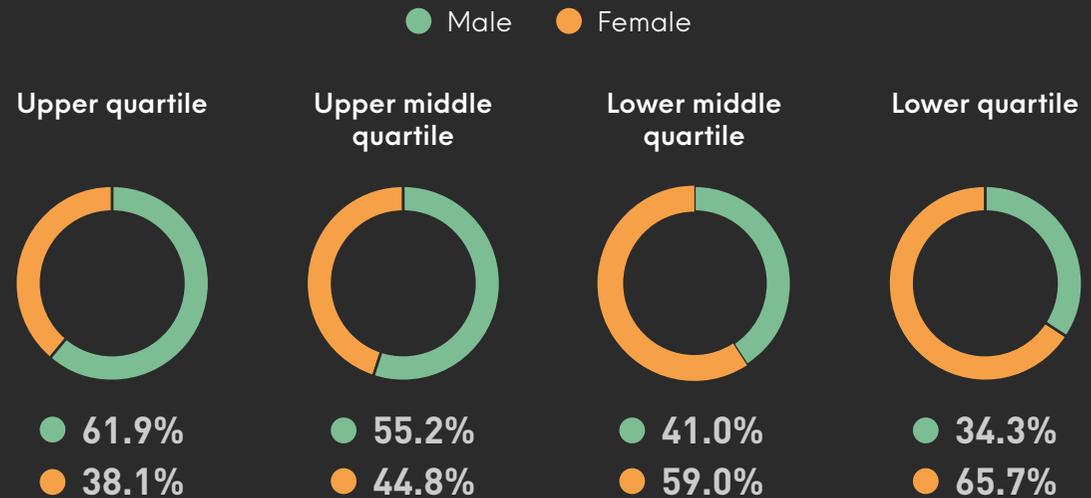


**Matt Nelson**  
Global CEO

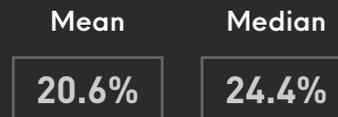


**Liz Westcott**  
EMEA MD

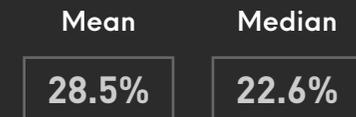
## Number of employees by pay quartile



## Difference in hourly rate of pay



## Difference in bonus pay



## Percentage of employees who received bonus pay

