

HAVAS LYNX GENDER PAY REPORT



Following the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, businesses over 250 employees must publish their gender pay gap. As an agency we're committed to transparency, equality and diversity, so this is a decision we welcome.

The gender pay gap = the difference between the mean or median hourly rate that men and women receive.

Mean [me•en] *verb*

This is the sum of all the hourly rates combined, divided by the number of employees.

Median [mee•dee•uh n] *verb*

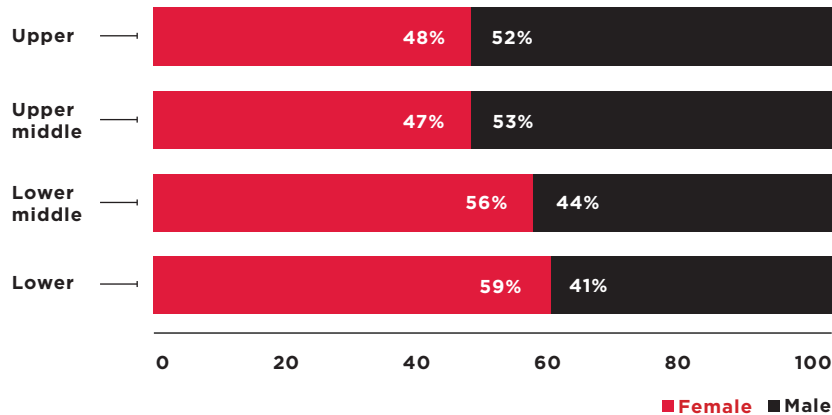
This is worked out by putting all hourly rates in ascending order, then picking the midmost one.

Snapshot date of 5th April 2017

PAY DIFFERENCE OVERALL



Proportion of females and males in each quartile band



What this means

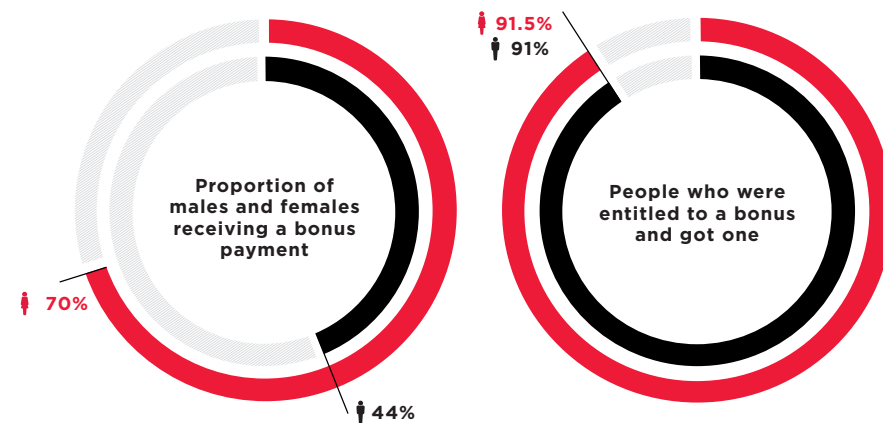
There's a percentage difference that favours men, which is skewed by our male senior leadership team.

We have always been committed to ensuring that people are given a role because of their talent. Taking this approach has meant the team sitting below the board, known as our LXLTL, has an even balance of men and women. With this in mind, the gender balance of the senior leadership team is likely to change in the near future.

In terms of pay difference, when you look at the company without the senior leadership team, the mean is much closer to 50/50.

Bonuses paid in the year up to 5th April 2017

BONUS PAY DIFFERENCE



What this means

Here, the data shows a bias toward women. But it doesn't quite tell the whole story. Some roles at Havas Lynx offer overtime, whereas others offer bonuses.

68% of women are in roles entitled to bonuses, compared to 45% of men. Because more women work in roles that offer a bonus, more women receive bonus payments.

But, whether you're entitled to overtime or a bonus, the payments you receive should balance out over the year.

STAYING BALANCED

We've worked hard to create an environment that's inclusive and fair. It's one of the reasons why 95% of our people recommend Havas Lynx as a place to work.

But we do recognise that we could go further, to make sure we have a diverse team at every level.

As we address this, we'll continue to run initiatives that give everyone an opportunity to progress, regardless of their gender or background.

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OUR INITIATIVES

Graduate Programme

A 2-year scheme that helps our graduates kickstart their career. 46% of our workforce started off as graduates, including our very own CEO.

Management Development Programme

Equipping people with the skills they need to manage their teams with confidence.

Flexible hours

Offering a range of working hours to suit different needs, including late starts and early finishes, a longer lunch on Wednesday to allow for wellness activities, and our Parental Return to Work Scheme, which eases the return back to work from maternity, adoption, or shared parental leave, with a reduced-hours contract and an additional day of pay.

#LXACADEMY

This yearly programme is a chance for people to challenge their thinking, get inspired and learn something new.

#LXAcademy holds workshops from internal and external speakers, covering topics based on our pillars of expertise: science, strategy, creative, technology and client services.

Sessions are wide-ranging. There's everything from coding, branding and photography to thought leadership talks given by a variety of presenters, including a Paralympian and a hostage negotiator.

RECRUITMENT

We already have a stringent selection process that avoids bias and ensures our interviews are fair and inclusive.

And we know that, as a creative agency with international clients, we need a diverse team to ensure our work is effective and relevant wherever it goes.

So throughout 2018, we'll focus on broadening our net to make sure we're attracting the best talent from all backgrounds and cultures.

THE FUTURE

Though there's some work to do, we're proud of our commitment to diversity and equality.

We'll keep assessing our gender pay gap and ensure we continue to be an agency that gives everyone a fair and equal opportunity.

