



GENDER PAY GAP REPORT

2018



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.

We are committed to increasing women and diversity in our workforce and being an inclusive environment where everyone can succeed.

Women are under represented in the music business. The Gender Pay Gap is reflective of this, particularly with more men in the revenue generating roles at the higher end of the salary scale.

This is something we want to see change. Real change requires a dual and sustainable approach; increasing awareness of the career opportunities available and ensuring we do all we can to develop and retain the women already making the industry such an important contributor to the wider UK economy.

We are committed to bringing more women into our workforce through promoting all types of career options, and particularly helping influence young people to consider our industry. Alongside this we are creating more apprenticeships and internships designed to give people real skills needed to enter this business for a long term and fulfilling career.

To ensure more 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 and ensuring we provide full support to all employees in balancing their family lives with the unique demands of the music business.

We see Gender Pay Gap reporting as an opportunity to increase awareness of these challenges and are committed to narrowing the gap over time in our business.

signed

Denis Desmond, President - Live Nation UK

OUR COMMITMENTS

We will target four areas in our workplace, with examples of what we are doing below:



DEVELOPMENT

Increasing our commitment to apprenticeships in UK targeting gender balance throughout.

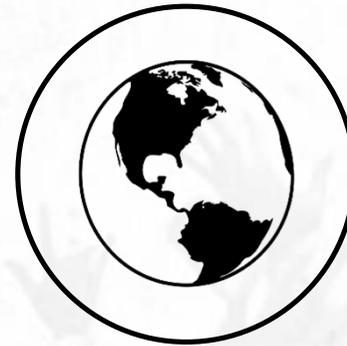
Profiling role models in our business to create visible development paths.



TALENT ACQUISITION

Attracting more women through participation in talent networks, schools and colleges, including a regular promoters 'meet up' programme to open access

Unconscious bias training for all 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.

Commitment to elimination of bullying and harassment through increased awareness and support.



LEADERSHIP

Launch of a formal mentorship programme which will target developing women's careers.

Gender balance in all leadership development.