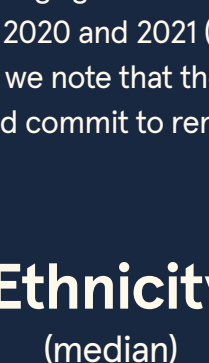


RACONTEUR

Diversity & Inclusion 2019 vs 2021

Pay gaps

Gender (median)



Median gender pay gap at UK advertising agencies was 16.96% between 2020 and 2021 (*The Drum*), however, we note that there is still a gap and commit to removing it

Ethnicity (median)



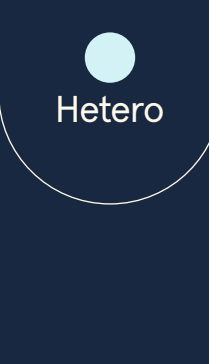
We have made a number of senior BAME hires which has influenced the swing here

Leadership team D&I

Gender



Ethnicity



Sexuality



Mental health

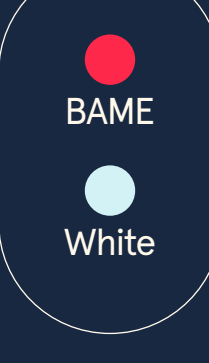


Physical disability



Manager+ level D&I

Gender



Ethnicity

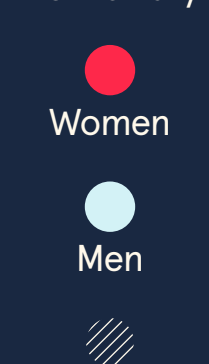


Sexuality



Companywide D&I

Gender



Ethnicity



Sexuality



Religions



Nationalities



Mental health



Neurodiverse



Physical disability



Age



Education



Do you feel included?

