

2024 UK GENDER PAY GAP REPORT

Dun & Bradstreet Europe

dun & bradstreet



Corporate statement on diversity & foreword

Dun & Bradstreet's UK business is aligned with our corporate diversity statement, designed to help us create a modern, inclusive working environment for those who work for and with us around the world. Our statement guides our actions:

At Dun & Bradstreet, we know that our success is driven by the innovation, effort, and passion of all our team members. We are committed to a diverse and inclusive workforce where many differences* as well as, perspective of thoughts, beliefs, education, background, and experiences are purposefully brought together. Here, our employees are valued, empowered and supported, with access to industry-leading growth and development opportunities. All team members contribute to our success, whether that's measured in financial performance, the strength of our relationships with customers and partners, how we give back to the communities where we live and work, or how we collaborate with one another.

When we started keeping records in 1841, we delivered credit reports in leather-bound books. Today, we deliver business information globally, in fractions of a second using modern technology and Artificial Intelligence. We help clients to make smarter decisions.

Our strength comes from combining the right data and the right people. We are a global team of experts who are driven by a common curiosity: to find new ways to turn data into insight – so that our clients can turn insight into value.

We are storytellers through data, and take pride in who we are and the role each team member plays. This report examines data from April 2024-April 2025, reflecting on the progress we have made over the last year. It also explores how we will use these insights to continue to inform our ongoing objective to stay consciously inclusive.

The Gender Pay Gap: requirements & measurement

Under the UK's gender pay gap regulations, all UK employers with more than 250 employees are required to report specific gender pay gap measurements on the dedicated Government website and their own company website. This aims to provide transparency about the figures and a nationwide stimulus to reduce the gender pay gap. It is of note that, the Office of National Statistics (ONS) reported the national median hourly gender pay gap (for all employees) fell from 14.4% in 2022 to 14.2% in 2023, with variations between industry sectors.

Gender pay gap figures show the difference in average pay (both mean and median) between women and men. A gender pay gap is the result of an imbalance between the genders – for example, having more women in junior roles and/or fewer women in more senior roles. This is a different measure to equal pay, which relates to how women and men are paid for equal work or work of the same value. Dun & Bradstreet has a robust global methodology in place to evaluate roles fairly, helping to ensure equal pay processes and practices across the organisation.

The UK Government requires the following statistics to be reported:

- The difference in the mean hourly rate of pay between male and female employees, expressed as a percentage
- The difference in the median hourly rate of pay between male and female employees, expressed as a percentage
- The difference in the mean bonus pay paid to male and female employees, expressed as a percentage
- The difference in the median bonus pay paid to male and female employees, expressed as a percentage
- The proportion of all females and proportion of all males receiving bonus pay (including commission) in a year
- The proportion of male and female employees in the lower, mid lower, mid higher and higher quartile pay bands

Dun & Bradstreet UK In Numbers: 2024

GLOBAL TEAM, LOCAL EXPERTISE



In the UK, there are **369 team members**, (female: 164, male: 205) who are part of a global team comprising over **6,000 employees**.

EXPERTISE



We have a broad range of expertise and roles, from data analysts, programmers, customer service and experience specialists, marketers, salespeople **and everything in between**.

UK EMPLOYEE ENGAGEMENT SURVEY SCORE



Engagement is measured on a scale of 1-5; where a score of 5 indicates the most optimum level.
UK&I 2024 score: 4.2/5

UK PROMOTIONS



20 Female
25 Male

The percentage of promotions is 12% for both female and male employees.

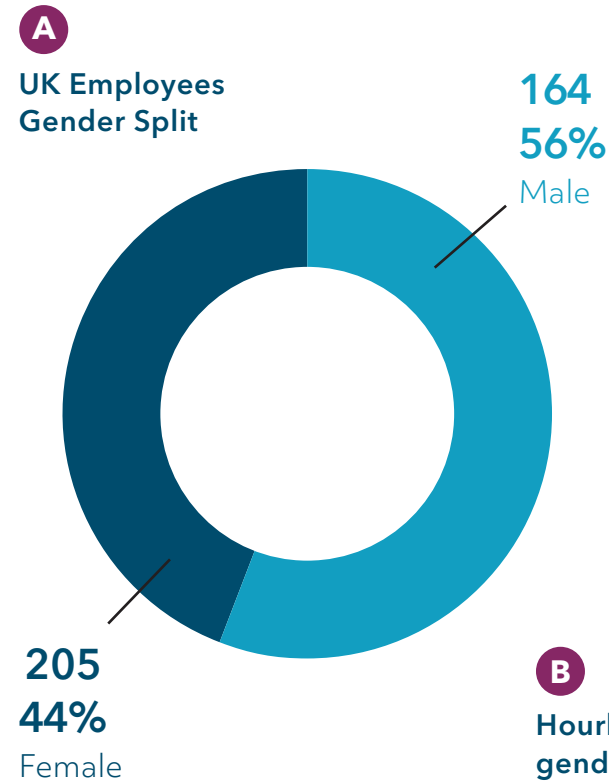
Dun & Bradstreet UK Gender Pay Gap Figures

Data presented as at April 2024

What the data tells us

Table A shows our gender split. In the reporting period, 53 new team members joined our UK team, of which 51% were female. Of these new female joiners, 41% were hired within traditionally male-dominated areas such as Product, Data, Tech and Sales. We are pleased to see the positive outcomes of our talent attraction strategies to generate gender balanced hiring pools.

Table B shows the Hourly Pay and Bonus Gender Pay Gap, the calculation is inclusive of any bonus or commission paid in the period. The mean hourly pay gap has reduced by 17% and the median hourly pay gap by 10%. This is reflective of the positive shifts in the quartile movement as seen below, where the proportion of females in the mid-lower quartile has decreased 3%, and proportion of females in the mid-higher quartile has increased by 4%. The mean bonus gap has reduced by 3%, the median bonus gap has widened by 5%.



B
Hourly Pay & Bonus gender pay gap (%)

	MEAN	MEDIAN
Hourly Pay	27.51	26.47
Bonus Pay	62.00	67.00

Dun & Bradstreet UK Gender Pay Gap Figures

Data presented as at April 2024

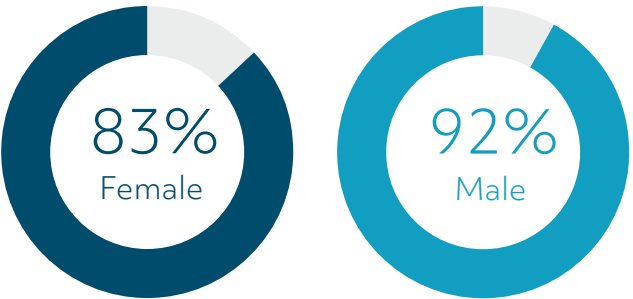
What the data tells us

Table C shows the distribution of females and males by quartile. While we are seeing positive progress in the representation of female talent across our quartiles, a higher proportion of males in leadership and professional roles remains. However, during the reporting period, the two promotions from professional to leadership roles were female talent. Of the six promotions within leadership roles overall, 50% were female. Additionally, 41% of the promotions were into senior professional roles, with these individuals placed across our Data, Tech, Finance, Legal and Sales teams.

Table D shows the proportion of females and males who are eligible to receive a bonus. There was a 5% increase in the females in the lower quartile, which is reflective of the drop in female bonus by 4% compared to the previous reporting period.

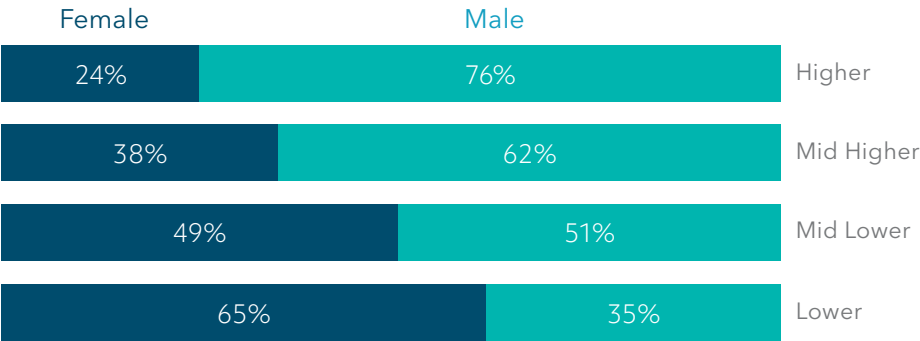
C

Proportion of Employees who are Paid a Bonus/Commission



D

Distribution of UK Female & Male Employees by Quartile (Hourly Rate)



The Action

ATTRACT

We have continued...

Striving to have gender balanced pipelines. Hiring manager training on diverse and inclusive recruitment practices. Focusing on diversity in recruitment strategy briefings and through gender balanced and diverse interview panels. Listening to our team members through quarterly engagement surveys and roundtables. Seeking improvement in gender balance, particularly in our sales organisation with high earning potential roles, by attracting junior female talent through our graduate sales programme. In the reporting period the graduate retention rate was high and therefore intake was low, with only three new joiners, but two of the three were female.

We are evolving...

In 2023, we refreshed our Dun & Bradstreet brand story, and in 2024, we continued to integrate it into everything we do. As part of this ongoing evolution, we remain committed to attracting inspiring and diverse talent. This includes showcasing family friendly policies and practices such as gender neutral enhanced primary carer pay and bonus entitlement continuing to accrue in the first 60 days of the leave; paid dependents leave, extended health and wellbeing support to our team members and their loved ones.

DEVELOP

We have continued...

To accelerate talent development, leveraging our Global 7 Talents leadership programme. In the reporting period, of the 116 UK participants, 48 (41%), of participants were female.

We are evolving...

Our transparency on pay and progression opportunities. 2024 saw the launch of a formalised competency framework and career pathways, now available to 60% of the global organisation, with completion due in 2025. This framework empowers our team members to own their career progression, understanding where they are today, and providing direction on skills development to get to where they want to be tomorrow.



ENGAGE

We have continued...

Activities led by our Employee Resource Group (ERG) WISE (Women in Support of Empowerment, Equality and Excellence). In 2024, we launched, a Global Mentorship programme, female leader fireside chats, external networking opportunities in collaboration with a key partner, and monthly workshops sharing how women can take ownership of their career development.

We are evolving...

We celebrate another year where 100% of our working mothers returned to work after leave. Early 2025 has seen the release of the maternity returners and leader feedback form, which will help us deepen our understanding of the impact of our current support model, and how we can go further to support returners to embrace their potential. We have seen an uptick in those working a compressed week by 50% over the last two years. This is for a variety reasons - from caring responsibilities and wellbeing, to phased retirement, and we are pleased to have accommodated requests to help improve the balance between the working and personal life commitments of our team members. We are deepening the connection with our ERGs and local chapters such as WISE with engagement on our UK policies, benefits and how we can strive to be a top employer for Women in Data.

The Future

Our Company Values are not just words on a wall; they are the bedrock of our culture and truly shape the way we interact with one and another and how we approach our work. We are committed to ensuring that our future actions to address the gap, are anchored in our values:

Our Values



Relentlessly Curious

We embrace the change in the world around us. We know it brings new problems to solve, new things to learn and new ways to grow



Inherently Generous

We succeed by helping others succeed. We openly share our time and talent, and we confidently welcome the help of others



Data-inspired

We're passionate about the power of data. It's at the heart of everything we do

Our Actions

We help businesses to grow and thrive by delivering innovative solutions that drive digital transformation. Our aim is to foster innovation by enabling our team members to enjoy continuous progression through lifelong learning driven by relentless curiosity. In October 2024, we launched a local upskilling initiative and are on track to achieve a 50% increase in our UK apprenticeship levy funds in 2025, as a result of team members enrolling in diverse courses across Technology, Data and Leadership. In Q1 2025, 100% of active participants will be female talent. In 2025 and beyond, we remain focused on strategically investing in critical skills development for our team members.

It is widely recognised that a collaborative effort across businesses is essential to increase attraction of female talent into STEM fields to drive greater impact and help bridge the gender gap in these industries. One of the ways in which Dun & Bradstreet contributes to this effort is through our Do Good program, which provides our team members with 2 company-paid days to volunteer in the community. In 2024, our team members demonstrated exceptional commitment, contributing to a 40% increase in volunteering hours. Notably, female team members gave their time to lead STEM workshops aimed at inspiring female students in UK schools, with plans to continue these efforts in 2025. Dun & Bradstreet joined an employer network to increase our involvement in school careers fairs and industry talks. Additionally, we hosted our first in-house Speed Mentoring Event, where young people from different backgrounds visited our office to interact with professionals from a variety of roles across the organisation, gaining valuable insights into the world of Dun & Bradstreet and data. We will continue to seek out opportunities to attract diverse early talent into careers in data.

Data is at the core of our decision-making and we use it to drive meaningful change. The Gender Pay Gap is just one of the many data points that enables us to achieve equality of opportunity. We will continue to develop our data collection efforts across key areas: attracting talent - by evaluating where we advertise, how we engage potential candidates, and who we reach; developing talent - by monitoring promotion rates, the availability of career growth opportunities, and participation in both our internal programmes and external training initiatives. This will allow us to track our progress and ensure we are effectively closing the gap.

About Dun & Bradstreet

For almost 200 years, Dun & Bradstreet has helped clients and partners grow and thrive through the power of data, analytics and data-driven solutions. Our ~6000 employees around the world are dedicated to this unique purpose, and we are guided by important values that make us the established leader in business decisioning data and analytical insights. Our data & insights are valuable at all phases of a business lifecycle and whatever the economic environment.

For more about Dun & Bradstreet, please visit www.dnb.com

Declaration

We confirm this data is accurate and taken from the April 2024 payroll data.



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