

2017 Gender Pay Gap Report

This report is based on pay data as at 5th April 2017 and bonus data in year up to 5th April 2017 for Great Britain.

Scholastic UK is an inclusive organisation and actively promotes equal opportunities for all. We are proud that 70% of our workforce is female, and this strength of representation is reflected in our executive and senior management teams, which is already in excess of the Publishers Association Inclusivity Action Plan 50% target. Gender is not a factor in salary determination at Scholastic.

A third of our workforce work flexibly and we continue to offer flexibility to our employees to ensure we attract, motivate and retain the best talent. We recognise this flexibility does have an impact on our reportable pay gap figures with 19% of our workforce working school term time only with their pay split evenly across the year. Term time suits both our term-time employees and our business.

Equal Pay and Bonus Pay Gap

Women's hourly rate is 8.45% (median) lower than men.

Women's hourly rate is 15.17% (mean) lower than men.

Women's bonus pay is 136.95% (median) higher than men.

Women's bonus pay is 37.87% (mean) higher than men.

Bonus Pay

F

M

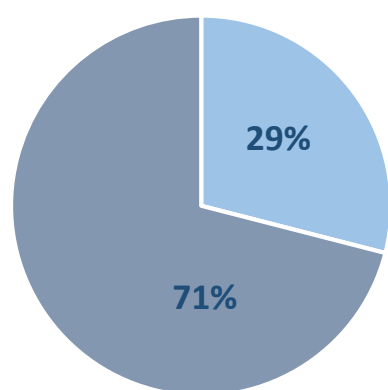
33% of women received a bonus

37% of men received a bonus

71% of bonuses were paid to women and 29% paid to men.

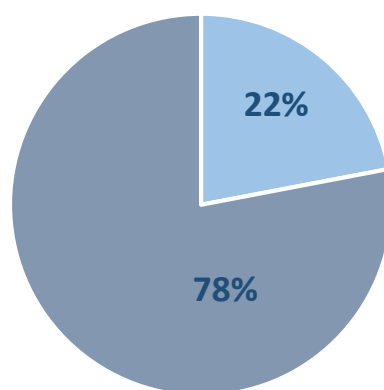
Gender Distribution

Lower Quartile



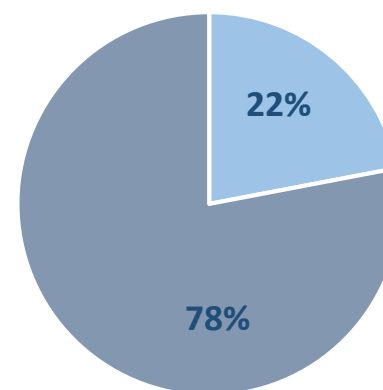
■ Men ■ Women

Lower Middle Quartile



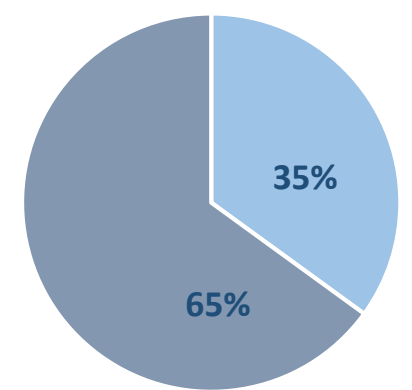
■ Men ■ Women

Upper Middle Quartile



■ Men ■ Women

Upper Quartile



■ Men ■ Women

The above charts show gender distribution in four equally sized quartiles based on actual pay with the ratio of females to males listed within quartile bands. Quartile bands split the workforce into four equal quarters by amount paid. Quartile 4 includes the top 25% of earners, while Quartile 1 contains the lowest 25%.

Our mission as a company is to excite, enthuse and inspire children to read and learn, and through doing this, open up a world of opportunities to them. We are committed to helping to reduce inequality in society and we will continue to build a more diverse and inclusive workforce to meet the needs of the children we seek to motivate. To ensure we continue to employ the best talent, we are committed to supporting flexible working and ensuring our roles are accessible to a diverse candidate pool to create a fair workforce that reflects our society.

We confirm that our data has been circulated according to requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Catherine Bell *Steve Thompson*

Catherine Bell and Steve Thompson, Co-Managing Directors