

Study Group is required by law to publish an annual gender pay gap report for its two UK entities:

- **Study Group Limited** (previously known as Bellerbys Educational Services Limited or BESL)
- **Study Group UK Limited**

This is our report for the snapshot date of 5 April 2021. The figures set out in this report above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The Gender Pay Gap data provides the difference between average earnings of men and women across an organisation, expressed as a percentage of men's earnings. The use of Gender Pay Gap data can help to identify the extent to which men and women undertake different types of roles, at different levels of the organisations, which can also create differences in pay. It is different to equal pay data which considers rates of pay for the same level of work. A gender pay gap is not necessarily an indication of an equal pay issue as it explores pay regardless of the work undertaken.

Study Group is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability, and as such, continues to review its pay and reward policies to ensure that they are consistent with these principles.

Study Group Limited

Study Group Limited is an operating division of Study Group UK Limited and delivers a range of academic programmes to international students via a network of proprietary and embedded colleges across the UK. It employs 72% of Study Group's total UK staff with women representing 56% of the total workforce.

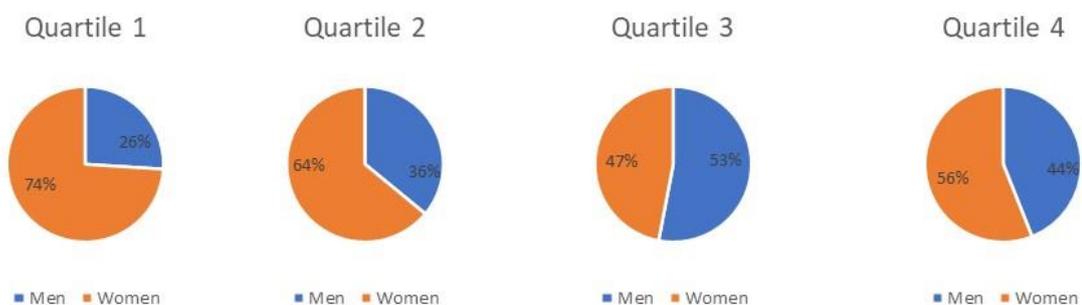
Pay & Bonus Gap

Difference between Men and Women		
	Mean	Median
Hourly Fixed Pay	6.2%	5.8%
Bonus Paid	38.7%	47.9%

The above table shows our overall mean and median gender pay gap based on hourly rates of pay as at the snapshot date. It also captures the mean and median difference between bonuses paid to men and women in Study Group Limited in the year up to 5 April 2020 (ie: for the performance year ending 31 December 2019).

The proportion of male employees in Study Group Limited receiving a bonus was 10% and the proportion of female employees receiving a bonus was 10%.

Pay Quartiles by Gender



The above image illustrates the proportion of men and women in each pay quartile, each of which contains 171 or 172 colleagues.

We have continued to improve the representation of women in Quartiles 3 and 4, up by 1 percentage point and 3 percentage points respectively. There remains a higher proportion of women in the lower two quartiles, which reflects their higher representation in administrative and support roles.

Our gender pay gap continues to compare favourably with external national and sector benchmarks, and we have continued to make progress on further reducing the gap during 2021:

	Year Ending April 2020	Year Ending April 2021
Mean Gender Pay Gap	12.0%	6.2%
Median Gender Pay Gap	7.2%	5.8%

This progress may be a sign that we are moving in the right direction.

With regards to the gender bonus gap, we report equal numbers of men and women receiving a bonus payment during the snapshot period.

As a result of economic conditions, the number of discretionary bonuses paid in the period was greatly reduced. Of the total bonuses paid in the year ending April 2021, 78% were awarded to colleagues whose hourly rate of pay is in the lowest quartile of pay rates. As seen above, females account for 74% of the people in the lowest pay quartile. These two factors together result in a more pronounced gender bonus gap than we have seen in prior years.

Study Group UK Limited

Study Group UK Limited comprises a broad range of executive, and corporate operations and specialist support roles (eg: IT, Finance, HR Legal) which provide services to the global Study Group organisation. It employs 18% of Study Group’s total UK staff, with women representing 57% of the total workforce.

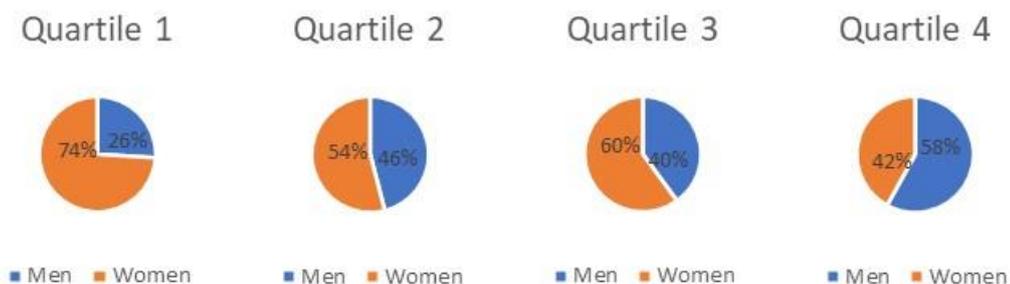
Pay & Bonus Gap

Difference between Men and Women		
	Mean	Median
Hourly Fixed Pay	28.6%	22.6%
Bonus Paid	83.6%	38.1%

The above table shows our overall mean and median gender pay gap based on hourly rates of pay as at the snapshot date. It also captures the mean and median difference between bonuses paid to men and women in Study Group UK in the year up to 5 April 2021 (ie: for the performance year ending 31 December 2020).

The proportion of male employees in SG UK receiving a bonus was 11.0% and the proportion of female employees receiving a bonus was 11.0%.

Pay Quartiles by Gender



The above image illustrates the proportion of men and women in each pay quartile, each of which contains 65 colleagues. The distribution of females across the four quartiles has shown movement since our last report – there has been a 20% increase since our last report in the representation of women in the upper middle quartile which would suggest we are making progress in supporting the progression of female staff in the organisation. The representation of women in Quartile 1 remains high reflecting their higher representation in administrative and clerical support roles.

Our gender pay gap has reduced at the median measure since our last submission and is the lowest reported median gap since reporting started. This may be a sign

that we are moving in the right direction, but the size of the gap still remains above the national average, and we are committed to taking further actions to reduce it.

As a result of economic conditions, the number of discretionary bonuses paid in the period was greatly reduced and our reporting is therefore based primarily on performance related sales bonuses which are driven by gender-neutral targets.

What's Next ?

It has been another challenging year as we have continued to work through the uncertainties of the global pandemic with the majority of our colleagues working from home,

We are therefore focussed more than ever on taking action to create an inclusive workplace for all our people. While we have made progress in driving greater gender parity, it will require sustained effort and commitment to ensure greater gender equity across all parts of our business.

We do not pay people differently on the basis of their gender. The pay gaps exist because of disproportionate representation of roles across the different levels of the group. Our Senior Leadership team has 40% representation of women.

We have introduced a number of initiatives over the past two years to further our aims in the area of diversity and inclusion which we hope, in turn will contribute to a reduced gender pay gap. These include:

- The establishment of a Global Diversity & Inclusion Steering Committee which sets the strategy for the global organisation. Members include both senior leaders and volunteer staff from around the organisation and the key aims of the D&I Steering are to:
 - promote an open, safe and inclusive workplace, where we value everyone's voice;
 - take action to improve diversity and inclusion awareness;
 - support employee-led Ambassador Groups which enable colleagues across the organisation to share experiences. We have two active groups to date - Empowering Women and Diversity and Inclusion in the Classroom;
 - originate other diversity and inclusion initiatives; and
 - take action to improve collaboration on diversity and inclusion initiatives
- Through our employee engagement surveys, we have continued to take action at all levels of the organisation to drive a more inclusive, high trust work environment. We have delivered over 75 workshops globally to engage all employees in a conversation about the importance of diversity and inclusion, and how they can take specific actions to drive inclusive behaviours, and to better understand and mitigate the impact of unintentional gender biases.
- From the workshops and engagement survey feedback, we have identified a series of actions to overcome obstacles to a more a diverse and inclusive workplace. Our Ambassador Groups referenced above are also providing feedback to the Steering Committee about how the Company can improve the workplace for them.

We continue to monitor the employee lifecycle of our staff from initial recruitment ensuring we have a fair and consistent selection process, having career development opportunities open for all job roles, clear and consistent promotion and salary processes and fair and flexible working practices:

- We have continued to broaden the range of sources that we use to recruit new talent in the external market. While our hiring in the year ending April 2021 was substantially lower than normal due to the impact of the COVID pandemic, over 64% of our hires were women.

- We have seen an increased focus on strengthening the development and promotion of internal talent through our annual talent review process. The increased focus on remote working has also enabled more movement between roles and promotions across all areas of our business. The number of internal career moves has increased by 50% versus 2020 during 2021 and women accounted for 60% of all career moves.
- We have expanded our global mentoring programme for high potential staff to support readiness for career development/promotion opportunities. The success of this is reflected in the increased level of internal promotion opportunities.
- We have delivered leadership training for over 200 people, of which 61% were women as a way to support the progression of women into leadership roles.
- Despite the impact of part-time of gender bonus gap reporting, we remain committed to supporting flexible working as part of a long-term strategy to improve retention and progression for all colleagues in our organisation.

None of these initiatives will, of themselves, remove the gender pay gap and while our we are making progress, we still have more to do. We intend to harness the momentum which our diversity and inclusion workshops have created to drive a more inclusive culture where all employees are able to grow and develop to their full potential.

I, Nikki Hall, Global Chief HR Officer, confirm that the information in this statement is accurate.