

The Blackstone Group International Partners LLP Gender Pay Gap Report 2017

Our commitment to promoting diversity within Blackstone

At Blackstone, we understand the value of building a more diverse and inclusive workforce. It's critical to create an environment in which innovation, challenge and ideas are recognised and expected at every level. It has earned us our highly respected reputation and diverse client and investor base. Our employees' unique passions and contrasting backgrounds make Blackstone successful. They have told us that they are proud to work here – we scored 82% on our overall employee engagement index in our last engagement survey and we have consistently been named a 'Best Place to Work' in our sector.

As part of our continuing efforts to increase our diversity, one of our top priorities is to recruit and retain talented women and, in doing so, create a strong community of female professionals within the firm. We have an established track record of initiatives working towards this goal in the UK and globally. In line with UK regulations, we are now publishing our 2017 gender pay gap figures for employees of The Blackstone Group International Partners LLP (BGIP). This has given us an opportunity to reflect on what our figures tell us about progression at Blackstone and what else we can do to continue to drive our inclusive talent agenda across the firm.

Our Gender Pay Gap figures

As required by new regulations, the figures relate to BGIP and represent differences in pay for all male and female employees, both as a group and regardless of role. This information is confirmed as accurate by the Chairman of BGIP and is independently validated.

Mean hourly pay gap: 30.0%

The mean hourly pay gap is the difference between the average hourly pay for all male employees and the average hourly pay for all female employees, regardless of role. Hourly pay comprises salary and allowances paid in April 2017.

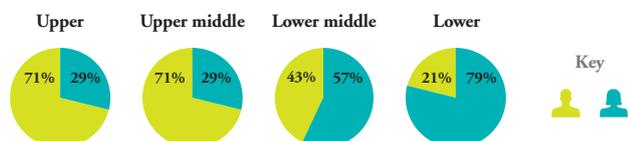
The median hourly pay gap is 34.9%.

Mean bonus pay gap: 75.4%

The mean bonus pay gap is the difference between the average bonus pay for all male employees and the average bonus pay for all female employees for the 12-month period to April 2017. Bonus pay includes annual bonuses, distributions and deferred stock compensation.

The median bonus pay gap is 84.9%.

Proportion of men and women in each hourly pay quartile:



This is calculated from a ranked list of hourly pay for all employees. The list is divided into four equal groups (i.e. quartiles) and the percentage of men and women in each quartile is shown. This information highlights what is driving our hourly pay gaps.

Proportion of men and women receiving a bonus:



This is the proportion of men and women who received a bonus in the 12 months to April 2017, expressed as a percentage of all male or female employees.

Close to three-quarters of our male employees are investment professionals. As these roles typically attract higher rewards than non-investment roles, this increases the average pay for male employees. In contrast, less than a fifth of our female employees are investment professionals and nearly three quarters are in support and administrative roles. While we pay competitively for these roles, the rewards are lower than for other roles. This lowers the average pay for women.

What is gender pay gap reporting?

To encourage all employers to do more to support women into better paid and more senior roles, the UK Government is requiring employers with 250 or more employees to report their gender pay gaps annually.

Is it the same as equal pay?

No. A **gender pay gap** is a group comparison. It compares the pay of all male and female employees.

An **equal pay gap** is an individual comparison. It compares the pay of a man and a woman who hold equivalent roles within a company.

Gender pay comparison



Equal pay comparison



We are confident that women and men are paid equally for doing equivalent jobs across our business. Blackstone's approach to pay is gender neutral.

Our inclusive talent agenda

The gender pay reporting is giving us the opportunity to reflect on our talent programmes as we want to create an environment in which all our people can progress. We are proud of the initiatives we have in place to attract and support women and diverse talent in investment and other roles:

Attracting talent through our Future Women Leaders' Programme

- Open to high-achieving female university students, giving them early exposure to finance and business through interactive information seminars, networking, and critical skill-building sessions

Inclusive recruitment

- Ensures we have a diverse shortlist of candidates for each search, a gender diverse interview panel and reflects our commitment to being an equal opportunity employer

Support through internal networks

- Includes Blackstone Women's Initiative and Working Parents Network and helps recruit, engage, develop and support diverse talent within Blackstone

Career development

- Includes our new Talent curriculum and 360 degree performance reviews and provides a wide range of professional development opportunities to help employees advance their careers

Family-friendly total rewards and support

- Includes a phased back to work programme for new mothers, flexible working, a back-up childcare benefit and support for working parents

Sharing our commitment externally

- We are fortunate that our employees, both in the UK and globally, generously give their time in attending panels, networking events and campus-focused initiatives on diversity. This helps strengthen our message to the market and conveys our ongoing commitment to hiring and developing a diverse workforce

In addition to the activities above, we are pleased to be launching a new Women's Initiative Mentoring Circles pilot, to facilitate career development and networking at different levels, across the firm.

We are committed to long-term change. We know that building a pipeline of talented women to take on senior roles is critical to achieving equality.

Gerry Murphy

Chairman