

BAUER MEDIA UK GENDER PAY GAP REPORT 2018



MEDIA GROUP

INTRODUCTION

The Bauer Media Group is one of the world's most successful media companies. We embrace tradition while still keeping our finger on the pulse. Our people create magazines, digital formats, and radio on four continents. With more than 700 magazines, 400 digital products, and 100+ radio stations, we inform and entertain millions of people every day.

Simultaneously, we are shaping tomorrow: with investments in online comparison platforms and other young business models, we are setting the course for a successful future as a global portfolio company.

At Bauer UK we have 2,500 plus people working across many different brands and locations. Talent continues to be a critical priority for us and becoming a destination employer is a real ambition. During 2018 we launched a programme to ensure our people are at the heart of what we do now and in the future to advance our diversity and inclusion: 'Belonging at Bauer'. We celebrate diversity in all its forms, and encourage openness and authenticity.



Paul Keenan,
CEO, Bauer Media UK
& European Radio



Sarah Barnes,
People & Culture Director

WHAT IS THE GENDER PAY GAP?

The gender pay gap is a measure of the UK labour market or workplace disadvantage, expressed in terms of a comparison between men's and women's average hourly rates of pay (total earnings) and bonus.

The gender pay gap should not be confused with equal pay.

Our data refers to the earnings of our UK based workers for the 12 month period ending April 2018.

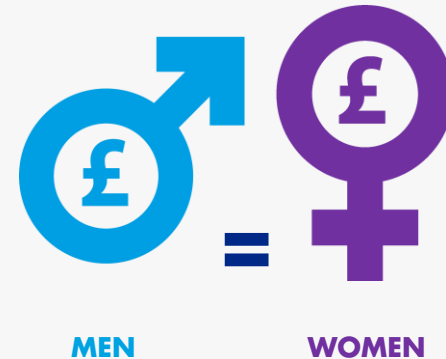
THE GENDER PAY GAP...

is a measure of the **difference** in the average hourly rate of pay of **men** and **women**.



EQUAL PAY...

is **men** and **women** being paid the **same** for the same work.

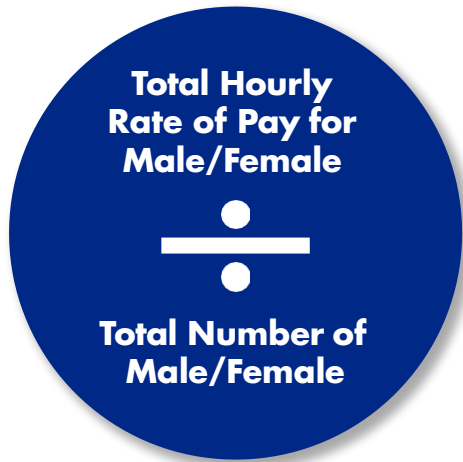


UNDERSTANDING THE GENDER PAY GAP

HOW ARE THE MEDIAN AND MEAN GAPS CALCULATED?

Mean

The mean gender pay gap looks at the percentage difference in average hourly pay of the women at Bauer UK as compared with the men.



The median and mean calculations have also been used to calculate the percentage difference of bonus payments made over a twelve month period to both female and male employees.

Median

The median gender pay gap reflects the percentage difference in pay between the middle person in a ranking of highest to lowest paid women and men, respectively.

One way of looking at this is lining up all **female employees** in order of their hourly rate of pay and then doing the same for all **male employees**.

Then taking the female employee who is in the middle of their line and the male in their line and calculating the percentage difference between the two.

LOWEST PAID

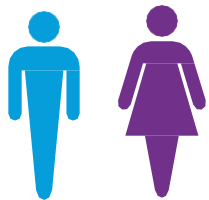
THE MEDIAN

HIGHEST PAID



OUR RESULTS: BAUER MEDIA UK

OUR UK WORKFORCE IS:

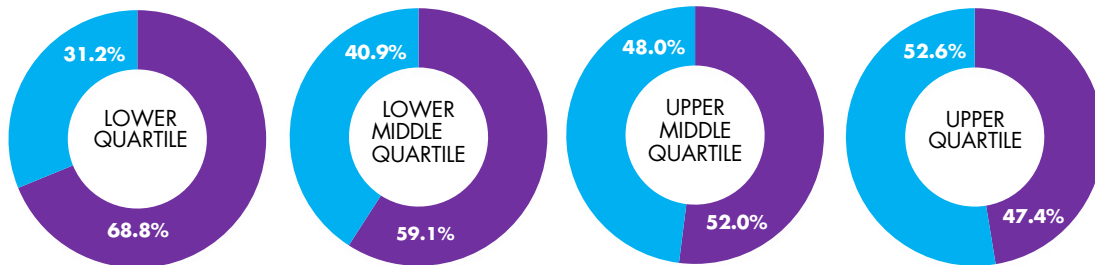


43.2% MALE
56.8% FEMALE

BAUER MEDIA UK	MEAN (Average)	MEDIAN (Average)
GENDER PAY GAP	12.0%	16.0%
NATIONAL AVERAGE <small>APRIL 2018</small>	14.0%	12.1%

The national average figures based on data available 02/04/2019

GENDER PAY GAP BY QUARTILES



OUR MEAN GENDER PAY GAP BY QUARTILE IS:

LOWER QUARTILE
2.83%

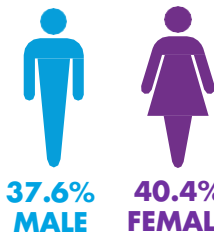
LOWER MIDDLE QUARTILE
1.93%

UPPER MIDDLE QUARTILE
1.09%

UPPER QUARTILE
-6.16%

BONUS GENDER PAY GAP

% OF GENDER RECEIVING BONUS



BONUS GENDER PAY GAP	MEAN	MEDIAN
	14.5%	-10.7%

DEFINITIONS

Pay = Salary, bonuses and allowances received, less salary sacrifice deductions, pro-rated for contracted hours.

Bonus = Payments in twelve months to April 2018 defined as bonus and commission

Receiving Bonuses = Percentage of workers receiving bonus or commission in year, as total of each gender.

Quartile = Employees ranked by hourly rate (lowest to highest), split into four groups.

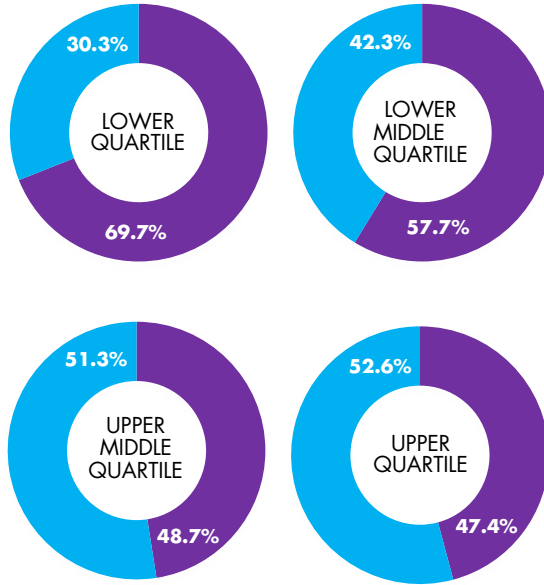
KEY **FEMALE** **MALE**

OUR RESULTS: BCM & HBVB

Why we are reporting on BCM (Bauer Consumer Media) & HBVB

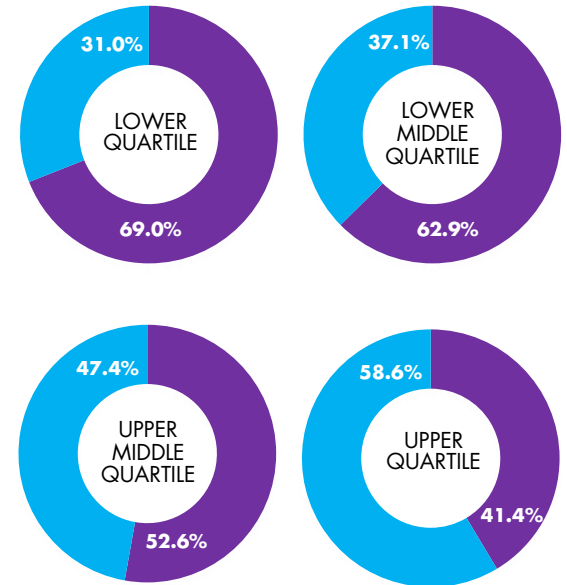
Under current legislation guidelines there is a requirement to report on companies that employ over 250 employees which within Bauer Media Group overall data includes two employing entities shown above*

BCM* – all Magazines (excluding H Bauer), direct support roles (such as marketing and Finance Business Analysts), the remainder of Xcel, Specialist advertising

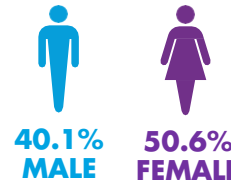


	MEAN	MEDIAN
GENDER PAY GAP	14.4%	15.1%
BONUS PAY GAP	50.8%	13.5%

HBVB* – all central support functions (IT, Production, BCS Finance, HR), National Advertising, Parts of Xcel

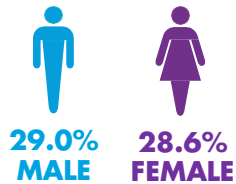


PROPORTION RECEIVING BONUS



	MEAN	MEDIAN
GENDER PAY GAP	16.3%	20.8%
BONUS PAY GAP	19.2%	-1.8%

PROPORTION RECEIVING BONUS



WHAT DO OUR RESULTS MEAN?

The data analysis conducted shows Bauer Media UK continues to have a gender pay gap when average salaries for men and women are compared across the whole company. Our results suggest that this gap exists because we have more women in lower paid roles than men – this is particularly apparent in the lower quartile of the workforce who are paid the least. In all of the quartiles we do not believe we pay men and women differently for equivalent work.

It is important not to get lost in the numbers as they only provide a snapshot of the information. For example the data does not take into account specifics such as job level, managerial responsibility, job function and it only takes into account the average hourly rate for male and female employees.

Our business is 57% female, and we have some incredible role models in the UK business. Our UK Exec Team is made up of seven women and two men, which is a great message to the rest of the business.

This year's data is not fully comparable because Frontline data was included in the 2017 results and they have reported their Gender Pay Gap separately as a result of acquisitions.

