

# BAUER MEDIA UK GENDER PAY GAP REPORT 2020



MEDIA GROUP

# INTRODUCTION

*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 Media UK we have over 2,500 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 our 'Belonging at Bauer' programme to ensure diversity and inclusion is at the heart of everything we do now, and in the future. We celebrate diversity in all its forms and encourage openness and authenticity.*



**Chris Duncan**



**Dee Ford**

# 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 2020.*

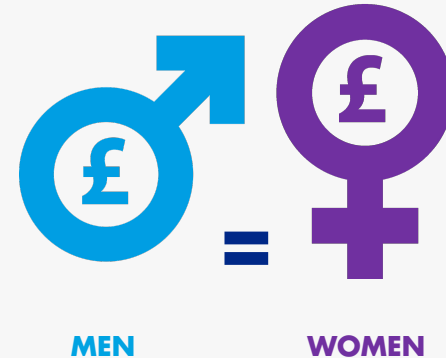
## THE GENDER PAY GAP...

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.

$$\frac{\text{Total Hourly Rate of Pay for Male/Female}}{\text{Total Number of Male/Female}}$$

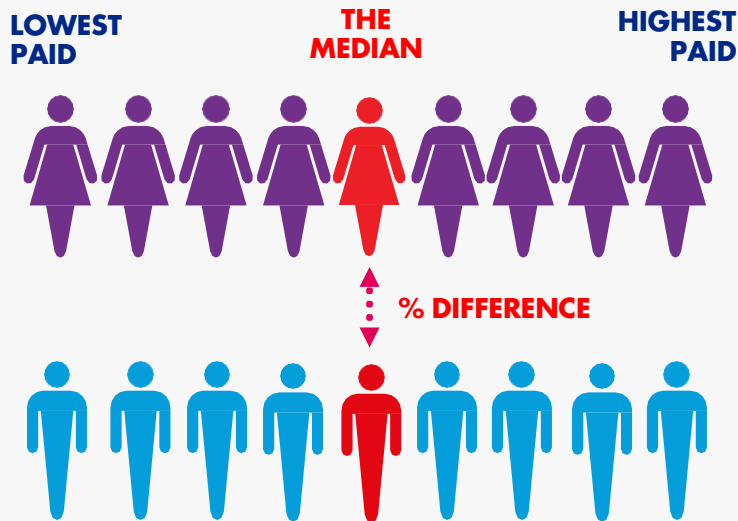
*The median and mean calculations have also been used to calculate the percentage difference of bonus payments made over a twelve month period to both female and male employees.*

### 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.

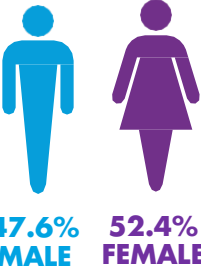
One way of looking at this is lining up all **female employees** in order of their hourly rate of pay and then doing the same for all **male employees**.

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.



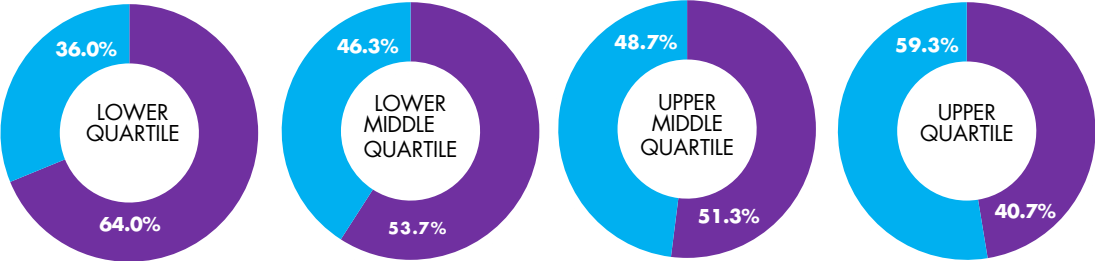
# OUR RESULTS: BAUER MEDIA UK

## OUR UK WORKFORCE IS:



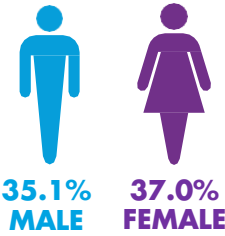
BAUER MEDIA UK	MEAN (Average)	MEDIAN (Average)
GENDER PAY GAP	14.6%	14.3%
NATIONAL AVERAGE	14.0%	13.3%

## GENDER PAY GAP BY QUARTILES



## BONUS GENDER PAY GAP

% OF GENDER RECEIVING BONUS



BONUS GENDER PAY GAP	MEAN	MEDIAN
	25.3%	-13.7%

### DEFINITIONS

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

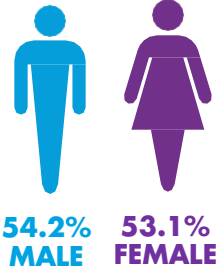
**Bonus** = Payments in twelve months to April 2020 defined as bonus and commission

**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.

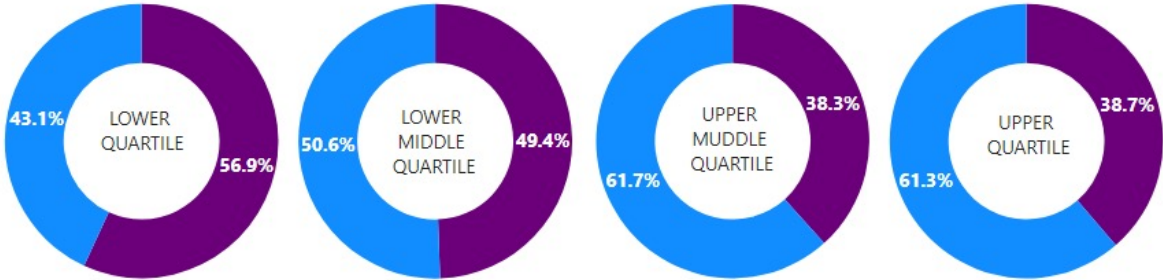
# OUR RESULTS: BAUER MEDIA AUDIO UK

## OUR UK WORKFORCE IS:



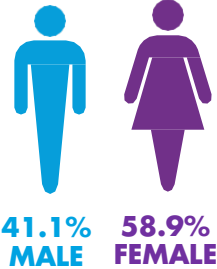
BAUER MEDIA UK	MEAN (Average)	MEDIAN (Average)
GENDER PAY GAP	11.0%	16.7%
NATIONAL AVERAGE	14.0%	13.3%

## GENDER PAY GAP BY QUARTILES



# OUR RESULTS: BAUER MEDIA PUBLISHING UK

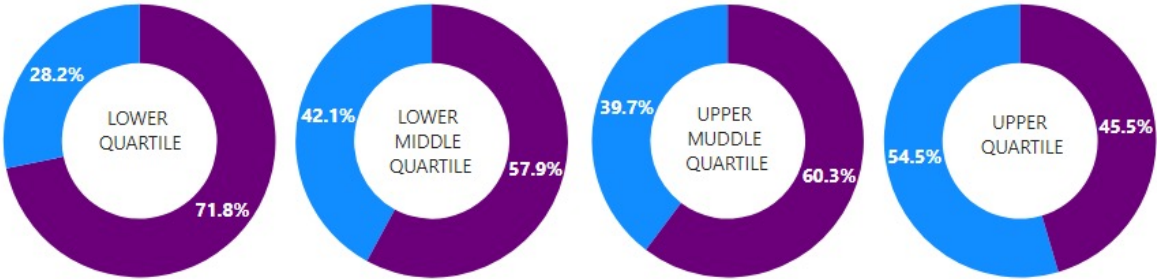
## OUR UK WORKFORCE IS:



BAUER MEDIA UK	MEAN (Average)	MEDIAN (Average)
GENDER PAY GAP	13.4%	17.6%
NATIONAL AVERAGE	14.0%	13.3%

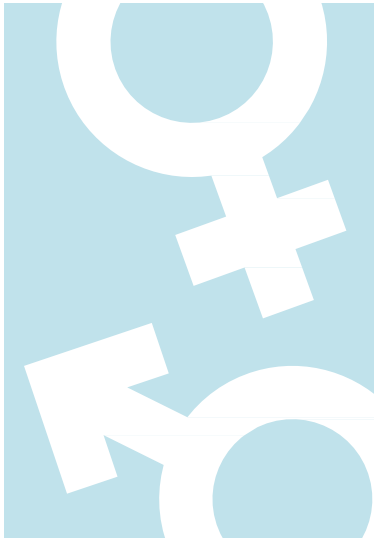
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## GENDER PAY GAP BY QUARTILES



# Gender Pay Gap by Company

Company	Number of relevant employees in entity	Number Full Pay of relevant employees in entity	Proportion of male and female employees in business entity (M%/F%)	Mean hourly pay difference between male and female employees (%)	Median hourly pay difference between male and female employees (%)	Proportion of men/women in lower quartile pay band (M%/F%)	Proportion of men/women in lower middle quartile pay band (M%/F%)	Proportion of men/women in upper middle quartile pay band (M%/F%)	Proportion of men/women in upper quartile pay band (M%/F%)	Mean difference in bonus payment between male and female employees (%)	Median difference in bonus payment between male and female employees (%)	Proportion of men/women receiving bonus pay (M%/F%)
HBVB	595	461	45.1%/54.9%	12.40%	22.50%	31.9%/68.1%	39.1%/60.9%	55.7%/44.3%	53.9%/46.1%	-4.40%	2.30%	50.4%/51.7%
H Bauer	757	661	41.5%/58.5%	13.10%	11.90%	28.3%/71.7%	42.4%/57.6%	40.6%/59.4%	54.5%/45.5%	26.60%	-3.50%	22.2%/20.2%
Bauer Radio	740	497	57.6%/42.4%	19.80%	17.20%	47.2%/52.8%	50.0%/50.0%	67.7%/32.3%	65.3%/34.7%	45.70%	16.90%	36.1%/44.5%





## 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 52% 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.*

