

BAUER MEDIA UK GENDER PAY GAP REPORT 2022



MEDIA GROUP

INTRODUCTION

A COMMITMENT TO GREATER INCLUSIVITY AND DIVERSITY OF OUR WORKFORCE

At Bauer Media UK, we're immensely proud of the brilliant content, products and services produced by more than 2,500+ people that make up our business. It is their ingenuity, passion, excellence and commitment that ensure our portfolio of brands continue to be a trusted voice for millions of people across the country.

It's our belief that our success will always be founded on nurturing a diverse and inclusive working environment that allows all our people to thrive. This is founded on a commitment to fairness and transparency and the release of our Gender Pay Gap Report is important as it holds us accountable for the actions we take and the progress we're making.

This year we are also sharing our Gender Pay Gap by each quartile to provide even greater detail and insight.

While we reflect on the important steps we have taken since these figures were captured, our 2022 results emphasise the importance of long-term planning.

This year's report once again highlights the disproportionate number of women we have in entry to mid-level roles. That's why prioritising the development of our people through better mentoring and career conversations is vital, so they feel able empowered to develop and enjoy successful careers with us.

This commitment is supported by our investment in our data capabilities to provide us with more complete picture of our workforce and develop the right policies to help remove the barriers to progression for our people.

Ultimately, our goal is to further transform the culture of Bauer Media UK to help our people thrive.



Chris Duncan
CEO
UK Publishing



Dee Ford
Group Managing Director
UK Audio

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. Equal pay compares two individuals with different characteristics but who do the same role, to see if their pay is the same.

A company pay gap looks at the salary of everyone in the company and compares the average pay between those groups. We do not believe we have a problem with equal pay in our business, but we do have differences in average pay.

Our data refers to the earnings of our UK based workers for the 12 month period ending 5 April 2022.

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.

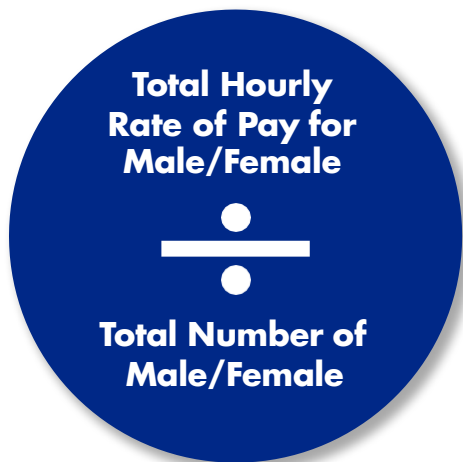


UNDERSTANDING THE GENDER PAY GAP

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.



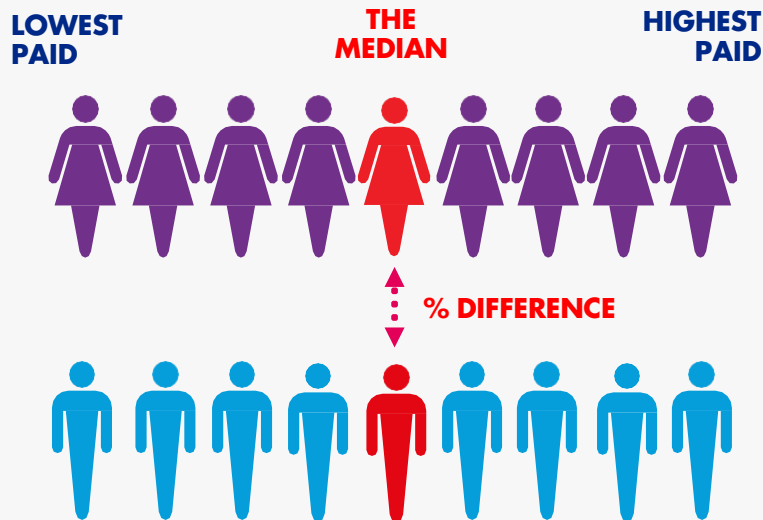
The median and mean calculations have also been used to calculate the percentage difference of bonus payments made over a twelve month period to both female and male employees.

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.

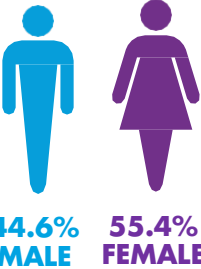
One way of looking at this is lining up all **female employees** in order of their hourly rate of pay and then doing the same for all **male employees**.

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.



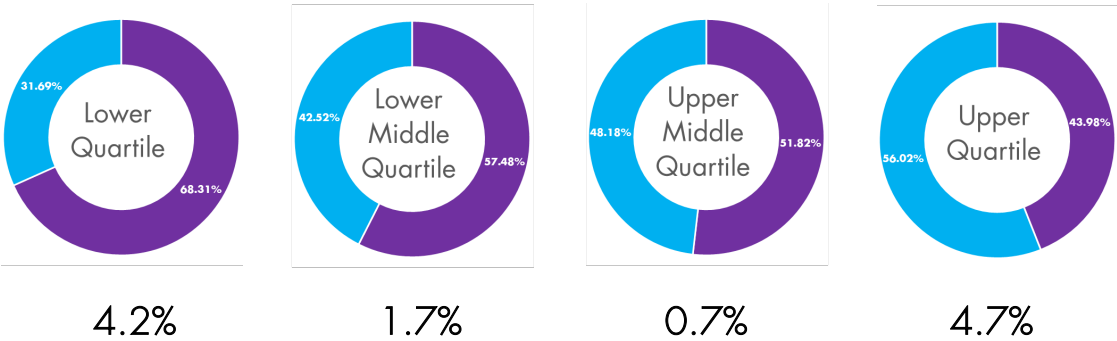
OUR RESULTS: BAUER MEDIA UK

OUR UK WORKFORCE IS:

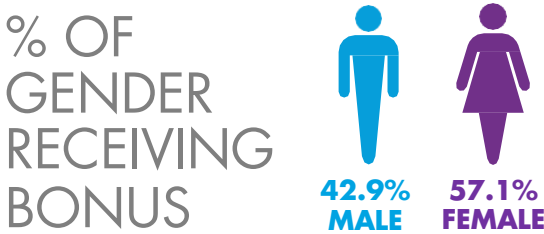


BAUER MEDIA UK	MEAN (Average)	MEDIAN (Average)
GENDER PAY GAP	18.1%	14.5%
NATIONAL AVERAGE	13.5%	12.2%

GENDER SPLIT & MEDIAN PAY GAP BY QUARTILES



BONUS GENDER PAY GAP



BONUS GENDER PAY GAP	MEAN	MEDIAN
	26.7%	20%

DEFINITIONS

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

Bonus = Payments in twelve months to April 2022 defined as bonus and commission

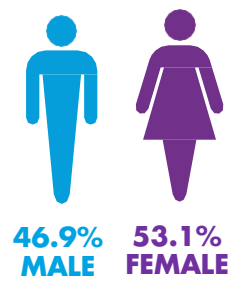
Receiving Bonuses = Percentage of workers receiving bonus or commission in year, as total of each gender.

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

KEY FEMALE MALE

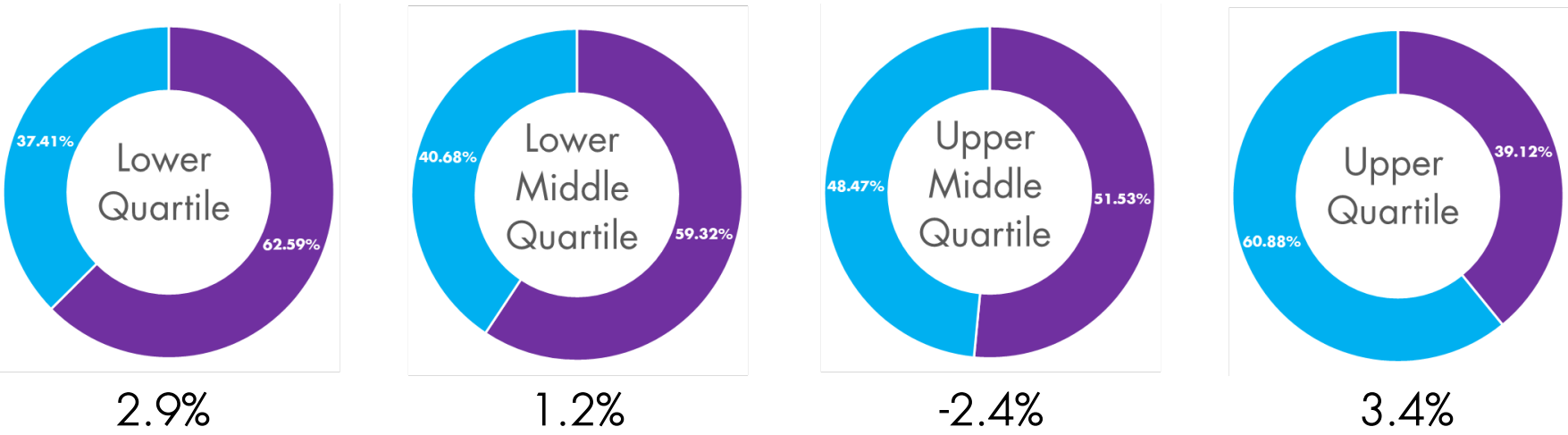
OUR RESULTS: BAUER MEDIA AUDIO UK

OUR UK WORKFORCE IS:



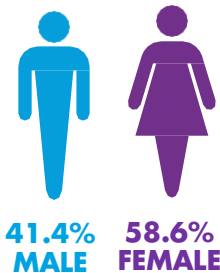
BAUER MEDIA UK	MEAN (Average)	MEDIAN (Average)
GENDER PAY GAP	20.1%	14.3%
NATIONAL AVERAGE	13.5%	12.2%

GENDER SPLIT & MEDIAN PAY GAP BY QUARTILES



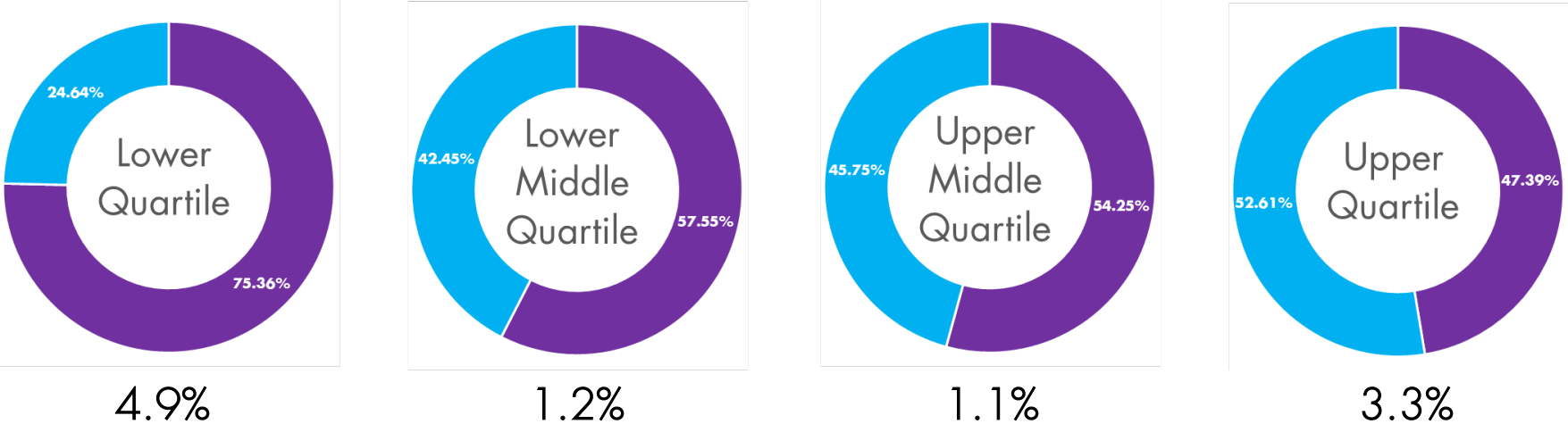
OUR RESULTS: BAUER MEDIA PUBLISHING UK

OUR UK WORKFORCE IS:



BAUER MEDIA UK	MEAN (Average)	MEDIAN (Average)
GENDER PAY GAP	14.7%	16.5%
NATIONAL AVERAGE	13.5%	12.2%

GENDER SPLIT & MEDIAN PAY GAP BY QUANTILES



Gender Pay Gap by legal entity

Each member of Bauer Media UK's workforce principally belongs to one of three legal entities that we are required to report on as part of our Gender Pay Gap figures. These are as follows:

- HBVB which consists of employees supplying management, advertising and support services to Bauer Publishing UK and Bauer Audio UK
- H Bauer principally incorporates employees that make up Bauer Publishing UK
- Bauer Radio principally incorporates employees that make up Bauer Audio UK

Company	Number of employees	Number Full Time Equivalent Employees	Proportion of male & female employees	Mean hourly pay difference	Median hourly pay difference	Proportion in lower quartile	Proportion in lower middle quartile	Proportion in upper middle quartile	Proportion of men/ women in upper quartile	Mean difference in bonus payment	Median difference in bonus payment	Proportion receiving bonus pay
HBVB	653	634	M 43.92% F 56.08%	19.69%	22.22%	M 32.28% F 67.72%	M 41.51% F 58.49%	M 44.65% F 55.35%	M 61.39% F 38.61%	26.68%	20.01%	M 46.67% F 48.10%
H Bauer	687	673	M 40.35% F 59.65%	10.21%	16.02%	M 25.00% F 75.00%	M 43.20% F 56.80%	M 46.43% F 53.57%	M 50.00% F 50.00%	-	-	-
Bauer Radio	791	772	M 45.78% F 54.22%	21.20%	9.95%	M 36.27% F 63.73%	M 44.56% F 55.44%	M 45.60% F 54.40%	M 58.03% F 41.97%	-	-	-

WHAT DO OUR RESULTS MEAN?

The data analysis conducted provides a snapshot of Bauer Media UK's workforce in April 2022. It shows at that time, that we have a gender pay gap when average salaries for men and women are compared across the whole company.

The 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.

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.

What we're doing to close the gap...

We prioritise the development of our people in those entry and mid-level roles where we have more women through meaningful career conversations and mentoring partnerships.

The introduction of improved data capabilities through our new HR IT system PeopleSource supports our commitment to greater transparency and governance around pay decisions and communications on all vacancies across the business.

We are also using this improved data to better analyse the support we provide women during career journeys and remove any potential barriers that may hinder their progression including menopause and fertility support.

This information also allows us to review other key policy areas such as our maternity and paternity packages to ensure they reflect the realities of modern life for you all.

