

Bauer Media UK Gender Pay Gap Report 2023



About Bauer Media UK

Bauer Media UK is the No.1 UK Publisher and one of the top leading commercial radio broadcasters in the UK. Part of Bauer Media Group, we are an entertainment network of iconic and innovative multi-platform brands reaching 25 million consumers using insight and instinct to tell stories that are relevant to audiences and advertisers alike delivering cultural impact.

No other media owner has the range and diversity of brands and audiences that Bauer has, it is this breadth and depth of cultural connections with audiences that makes Bauer truly different.

We use audience insight to get a deep understanding of our audiences – knowing that it is no longer enough to understand what consumers are doing right now but it's crucial to understand where behaviours, values and attitudes are changing.

To support this, Bauer strives towards creating a culture at work in which diversity is appreciated and supported, where opportunities are open to all, where people treat each other with respect and get the same in return. We want our culture to support the highest standards of behaviour everywhere we operate, and at all times.

Contents

- 01 Foreword from our CEOs
- 02 Gender Pay Gap Explanation
- 03 Results: Bauer Media UK
- 04 Results: Bauer Media Audio UK
- 05 Results: Bauer Publishing UK
- 06 What do our results mean?
- 07 What are we doing?
- 08 Tables



Foreword from our CEOs

Bauer Media UK is transforming. As one of the world's most successful media companies, we pride ourselves on having our finger on the pulse and continually reviewing how we can meet the needs of our readers, listeners, users and customers in this digital world.

Having a deep understanding of our audiences means we know about the issues that affect them and many of our brands have successfully driven change, including changing the law around gender equality. Grazia for instance successfully lobbied for pay transparency for UK workers with its [Mind the Pay Gap](#) campaign and changed the law with its campaign to end the '[Rough Sex](#)' defence. We also recently celebrated a decade since our [radio news reporter Michelle Livesey](#) successfully campaigned for Clare's Law to be introduced, which gives individuals the right to disclose a partner's violent past.

The more diverse our workforce is, the better we can reflect the diverse make up of our audience and so we strive to provide equal opportunities within our organisation.

Our 2023 gender pay gap results, which are a snapshot of our company taken on 5th April 2023, showcase that we are making progress in closing our gender pay gap. However, we still have a way to go, and our ultimate goal is close the gap within the business entirely.

We know this won't happen overnight, but even within the last year we have seen changes within our structure, including more senior female appointments as we reinvent our business to maximise the digital growth opportunities around us.

With a focus on nurturing existing talent, our award-winning Bauer Academy continues to provide upskilling opportunities for all our people and in line with our People Code of Conduct, we only participate in equal employment opportunity practices.

In addition, we also continually review our policies to ensure we offer fairness for all employees, including offering hybrid working opportunities, support for those going through the menopause and enhanced maternity and paternity leave .

As always, our Diversity & Inclusion programme 'Belonging at Bauer' remains at the heart of shaping our commitment to cultural change within the business, including celebrating diversity in all its forms, and encouraging openness and authenticity.

We know that in order to for our business to thrive, our people need to thrive and that is why closing this gender pay gap remains vital. We shall continue to hold ourselves accountable, and ensure we are forging a culture that allows all of us to succeed.



Helen Morris

Co-CEO Bauer Publishing UK



Stephen Prentice

Co-CEO Bauer Publishing UK



Simon Myciunka

CEO Bauer Media Audio UK



Our Gender Pay Gap Reporting



Here at Bauer Media UK, we are committed to closing the gender pay gap and by reporting on our figures each year, we aim to gain valuable insights that guide our efforts toward achieving greater diversity.

This document outlines our Gender Pay Gap statistics for our two business areas:

- Our UK Audio business (**Bauer Radio Ltd**)
- Our UK Publishing business (**H Bauer Publishing**)

We also report overall figures for Bauer Media UK. These are the combined numbers of our two business areas, along with people from our central support functions including Finance, IT and HR (**HBVB**).*

All our figures published for 2023 are based on a single snapshot date of 5th April 2023, and compared with the same date in previous years.



(* The combined figures for Bauer Media UK for 2023 also include other entities that are not large enough to require reporting, including **Bauer Consumer Media** and **Octave**.)

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 and women's average hourly rates of pay (total earnings) and bonus.

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

All staff are arranged in ascending order by pay and divided into four equal quarters known as "Quartiles".

Our data refers to the earnings of our UK based workers for the 12-month period ending 5th April 2023.

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.



Women

Men

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 Media UK as compared with the Men.

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

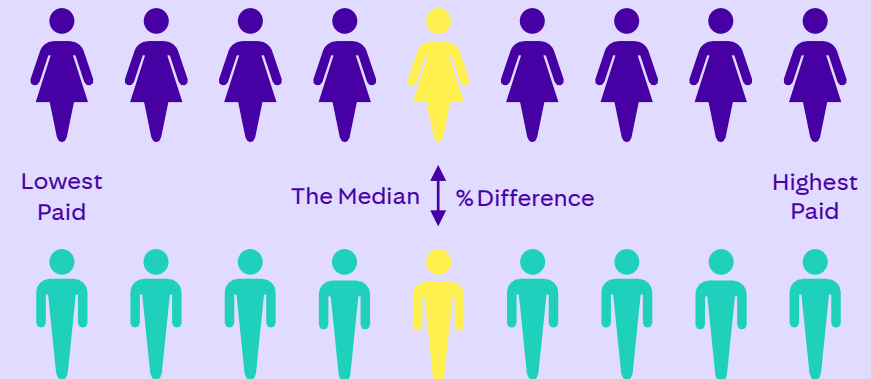
The median and mean calculations have also been used to calculate the percentage difference of bonus payments made over a twelve-month period to both Female and Male employees.

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 2023

Bauer Media UK

Our Workforce Is

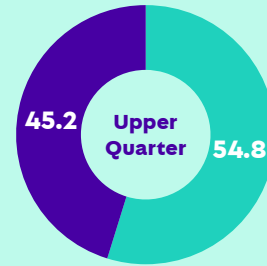
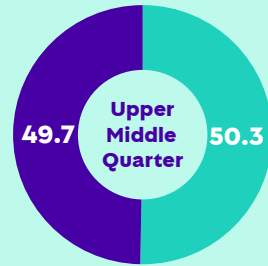
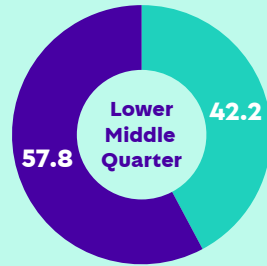
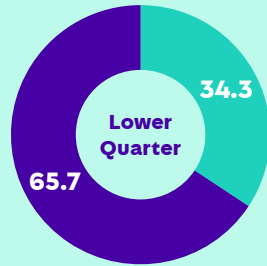


54.6%
Female



45.4%
Male

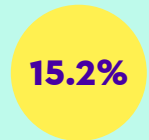
Gender Split by Quartile



Mean



Median



Our Results YoY

	Male %	Female %	Mean Gap %	Median Gap %
2023	45.40	54.60	16.80	15.20
2022	44.60	55.40	18.10	14.50
2021	44.60	55.40	16.00	15.60
2020	47.60	52.40	14.60	14.30



Our Results 2023

Bauer Audio UK

Our Workforce Is

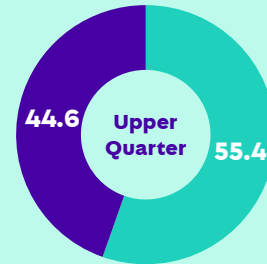
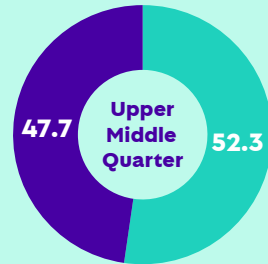
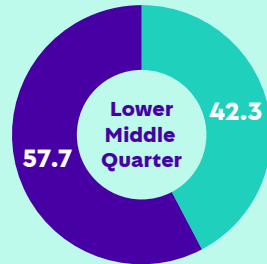
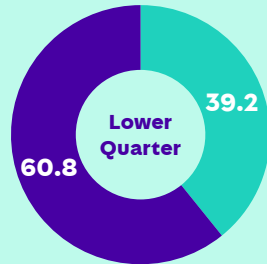


52.7%
Female



47.3%
Male

Gender Split by Quartile



Mean

12.9%

Median

9.3%

Our Results YoY

	Male %	Female %	Mean Gap %	Median Gap %
2023	47.30	52.70	12.90	9.30
2022	46.90	53.10	20.10	14.30
2021	47.30	52.70	16.30	16.80
2020	46.90	53.10	11.00	16.70



Our Results 2023

Bauer Publishing UK

Our Workforce Is

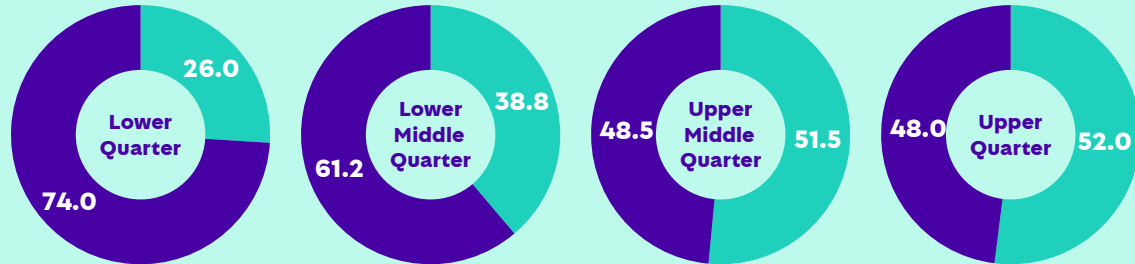


58.7%
Female



41.3%
Male

Gender Split by Quartile



Mean

11.9%

Median

18.4%

Our Results YoY

	Male %	Female %	Mean Gap %	Median Gap %
2023	41.30	58.70	11.90	18.40
2022	41.40	58.60	14.70	16.50
2021	39.80	60.20	14.00	16.20
2020	41.10	58.90	13.40	17.60



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 business is 55% female, and 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 quarter of the workforce who are paid the least. In all the quarters we do not believe we pay men and women differently for equivalent work.

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.

Within our UK Audio business, we have 9.3% pay gap which is below the national average, and while the mean average remains higher than we would like at just under 13% - we are encouraged that this has reduced by more than 6% since last year.

Meanwhile in our UK publishing business, we're pleased to see we have our lowest mean pay gap figure so far, however, have some work to do around our median pay gap figure which has increased since last year.

Across Publishing and Audio, we now have over 50% of our highest paying roles occupied by women.



What are we doing to close the gap?

We have work to do when attracting and recruiting more women into our most senior roles but also how we progress the female talent we already have.

As part of our overall D&I strategy, we will be working on having data that is complete and contextual so the pay gap can be considered in every decision we make, from promotions and pay rises to development opportunities and retention.

We will be working closely with our Gender Equality Pillar community to identify not only the barriers and systemic issues that contribute to the pay gap but also, to create a next level sustainable solution that is people driven and people led and supported at the highest levels.

We aim to ensure that no matter your gender, a long and enriching career is available at Bauer. Part of this will include reviewing policies, guides and data whilst ensuring regular communication with senior leaders via our Pillar sponsors and D&I Forum.



Gender Pay by Quartile



Audio UK

Quartile	Mean	Median
Upper	3.40%	-4.60%
Upper Mid	0.10%	1.00%
Lower Mid	0.20%	-0.20%
Lower	0.70%	-0.10%

Publishing UK

Quartile	Mean	Median
Upper	7.80%	7.20%
Upper Mid	-1.70%	-1.60%
Lower Mid	1.20%	2.80%
Lower	0.30%	-1.80%

Bauer Media UK

Quartile	Mean	Median
Upper	7.90%	1.30%
Upper Mid	-0.30%	0.30%
Lower Mid	1.00%	1.00%
Lower	1.00%	1.90%



Gender Pay by Company



	HBVB	Bauer Publishing	Bauer Radio
# Relevant Employees	728	615	765
# Relevant Employees – Full Pay	713	607	742
% Male vs Female Employees	M: 47.5% / F: 52.5%	M: 41.7% / F: 58.3%	M: 45.6% / F: 54.4%
Mean Hourly Pay Difference	19.8%	11.9%	12.9%
Median Hourly Pay Difference	25.5%	18.5%	9.3%
% M vs F Upper Quarter	M: 60.1% / F: 39.9%	M: 49.0% / F: 51.0%	M: 49.7% / F: 50.3%



Gender Pay by Company



	HBVB	Bauer Publishing	Bauer Radio
% M vs F Upper Middle Quarter	M: 51.1% / F: 48.9%	M: 53.3% / F: 46.7%	M: 52.7% / F: 47.3%
% M vs F Lower Middle Quarter	M: 40.2% / F: 59.8%	M: 37.5% / F: 62.5%	M: 43.0% / F: 57.0%
% M vs F Lower Quarter	M: 38.8% / F: 61.2%	M: 27.0% / F: 73.0%	M: 36.8% / F: 63.2%
Mean Bonus Pay Difference	34.8%	0.2%	39.5%
Median Bonus Pay Difference	19.8%	48.7%	22.6%
% M vs F Receiving Bonus Pay	M: 49.7% / F: 40.9%	M: 23.2% / F: 21.3%	M: 33.6% / F: 48.8%





**Bauer
Media
Group**