

HEARST UK

GENDER PAY GAP

REPORT

# HEARST UK

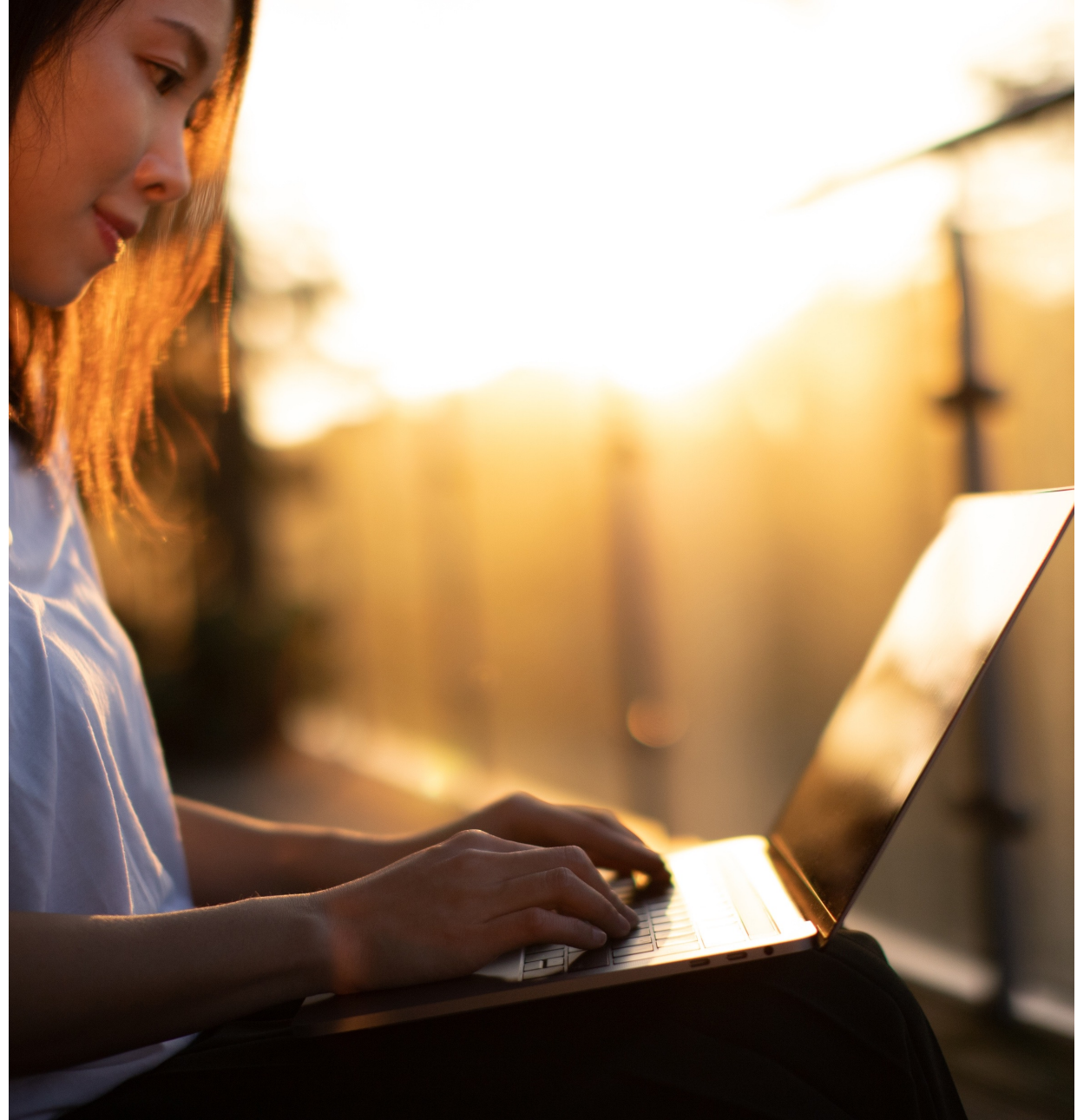
## Gender Pay 2021

Hearst UK publishes 21 brands including Good Housekeeping, Esquire, ELLE, Harper's Bazaar and Cosmopolitan. Our digital brands reach half of UK women and 1 in 3 UK men each month.

We are proud to be an employer with a predominantly female workforce and are committed to creating an environment and culture where everyone feels they truly belong and where everyone can do their best work.

In this report we set out the gender pay gap at Hearst UK and some of the measures we will put in place to support closing this gap.

Our report is based on payroll data at 5<sup>th</sup> April 2021.



# GLOSSARY

## **Gender pay and equal pay**

Gender pay reporting shows the difference in average hourly earnings between women and men at Hearst UK. The higher the percentage gap, the greater the disparity between men and women's pay. It does not refer to equal pay, which relates to what women and men are paid for the same or similar jobs, or for work of equal value.

## **The mean gender pay gap**

This is the difference between the mean (average) hourly pay rate for all men in an organisation, and the mean hourly pay rate for all women, expressed as a percentage of the mean hourly rate for men.

## **The median gender pay gap**

This is the difference between the median (middle) value of hourly pay rates (when ordered from lowest to highest) for all men in an organisation, and the median value of hourly pay rates for all women, expressed as a percentage of the median hourly rate for men.

## **The mean bonus pay gap**

This is the difference between the mean (average) value of bonuses for all men in an organisation and the mean value of bonuses for all women, expressed as a percentage of the mean bonus for men.

## **The median bonus pay gap**

This is the difference between the median (middle) value of bonuses (when ordered from lowest to highest) for all men in an organisation and the median value of bonuses for all women, as a percentage of the median bonus for men.

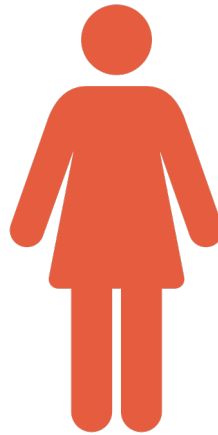
## **25% (quartile) pay distribution**

The proportion of men and women in each 25% (quartile) of an employer's pay structure.

# HEARST UK GENDER PAY GAP

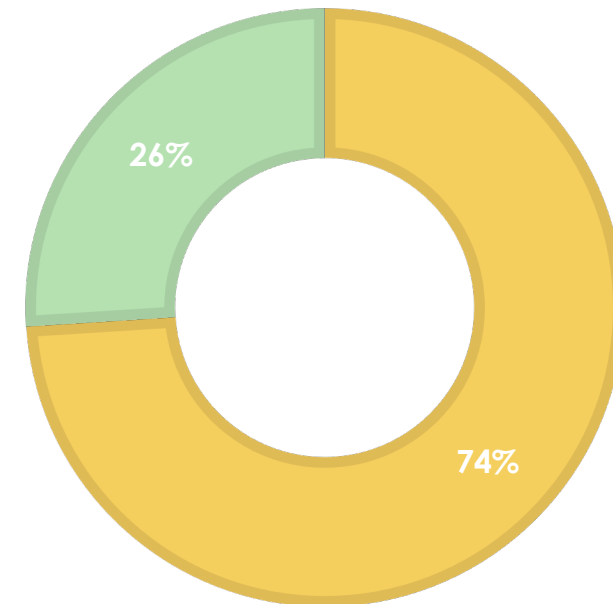


Hearst UK's gender pay gap:  
MEAN: 24.3% (23.4% In 2020)  
MEDIAN: 13.8% (16.3% in 2020)



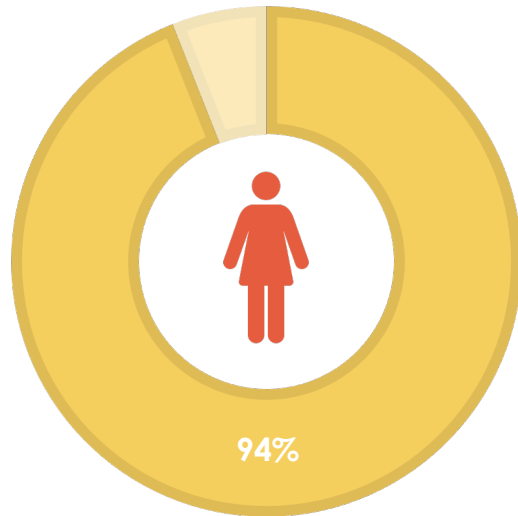
## GENDER DEMOGRAPHICS

■ FEMALE ■ MALE



# HEARST UK GENDER BONUS GAP

## WOMEN WHO RECEIVED A BONUS

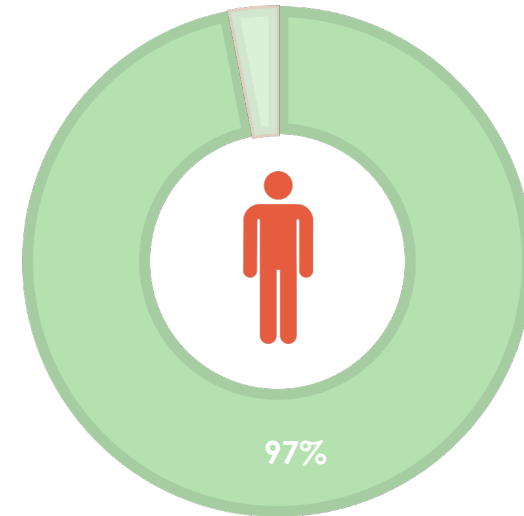


Hearst UK's gender bonus gap:

MEAN: 51% (38% in 2020)

MEDIAN: 15% (12% in 2020)

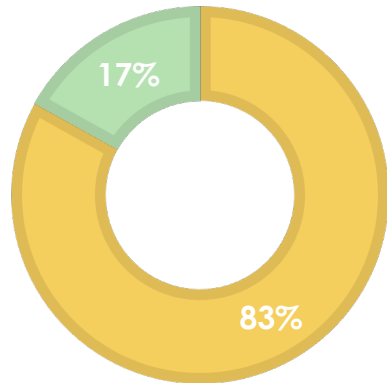
## MEN WHO RECEIVED A BONUS



# HEARST UK GENDER PAY QUARTILES, 2021

Q1 LOWER QUARTILE

■ FEMALE ■ MALE

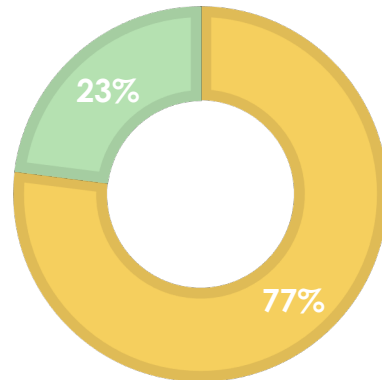


**MEAN** GENDER PAY  
GAP: 1%

**MEDIAN** GENDER PAY  
GAP: 1%

Q2 LOWER MIDDLE QUARTILE

■ FEMALE ■ MALE

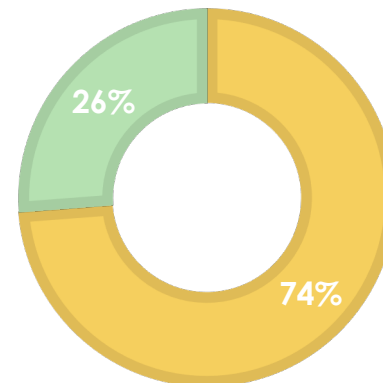


**MEAN** GENDER PAY  
GAP: -2%

**MEDIAN** GENDER PAY  
GAP: -2%

Q3 UPPER MIDDLE QUARTILE

■ FEMALE ■ MALE

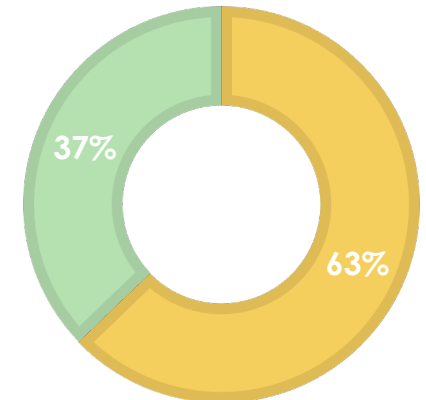


**MEAN** GENDER PAY  
GAP: 3%

**MEDIAN** GENDER PAY  
GAP: 3%

Q4 UPPER QUARTILE

■ FEMALE ■ MALE



**MEAN** GENDER PAY  
GAP: 18%

**MEDIAN** GENDER PAY  
GAP: 11%

# WHY THE GAP EXISTS

Hearst UK's gender pay gap is not due to an inequality in salaries. There is a less than 3% gender pay gap for all but the top 2% of our people.

Hearst UK's mean gender pay gap is 24.3%. It exists because there is a predominance of females in all quartiles and the proportion of males increases in the upper quartiles.

The median pay gap is 13.8% which is an improvement from 2020 when the median pay gap was 16.2%

As a percentage of our total male employees, a higher proportion hold more senior roles commanding higher salaries, including our male CEO.

In summary, our workforce is made up of 74% female employees and 26% male employees. Females outnumber males approximately 3:1 but in the highest paying roles in our organisation, the proportion of males increases to 37%. This means that overall, when we calculate the average and median hourly rates across the entire workforce, a man earns on average 24.3% more than a woman, or a man's median hourly rate of pay is 13.8% more than a woman's.

# HOW WE CLOSE THE GAP

## We Are Committed

We remain committed to closing the gender pay gap but this will take time. We have not made the progress we intended and we will be taking further measures to improve, including:

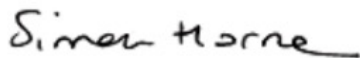
- We remain committed to improving the number of women in more senior roles ensuring a shortlist of male and female candidates to increase the probability of female hires.
- More flexible approach to working including adoption of a hybrid working model further supports our ambition to attract women into senior roles.
- We will further enhance our programme to support women returning to work post maternity leave – adding to our overall parent coaching programme, which supports and encourages a return to the workplace.
- Our certificate to hire module has been introduced to train all hiring managers in good practices to ensure fair hiring decisions. This includes a commitment to structured interview practices and questions reducing the impact of unconscious bias.
- Together with our Head of Diversity & Belonging we are dedicated to embedding the amplification and championing of women's voices and experiences in D&B training and events.



# HOW WE CLOSE THE GAP

- We commit to being transparent about policies, processes and decision making criteria for promotion opportunities, pay and reward.
- We will support the creation and formation of a women-focussed employee group providing a platform for female employees to support each other, share ideas and feed back concerns to the wider business.
- Women are less likely to negotiate pay. We continue to invite discussions on pay via our annual approach to appraisals, known as Career Conversations.
- More broadly our Diversity & Belonging programme commits to attracting and retaining diverse talent into our business. Supported by a Diversity & Belonging Steering Committee and dedicated Head of Diversity & Belonging, we will continue to drive towards a more diverse workforce, educating and celebrating diversity across our business.

***The data provided in this report is accurate and in line with mandatory requirements.***



Simon Horne, Interim Chief Executive Officer, Hearst UK



Surinder Simmons, Chief People Officer, Hearst UK