

HEARST UK

GENDER PAY GAP

REPORT

HEARST UK

Gender Pay 2022

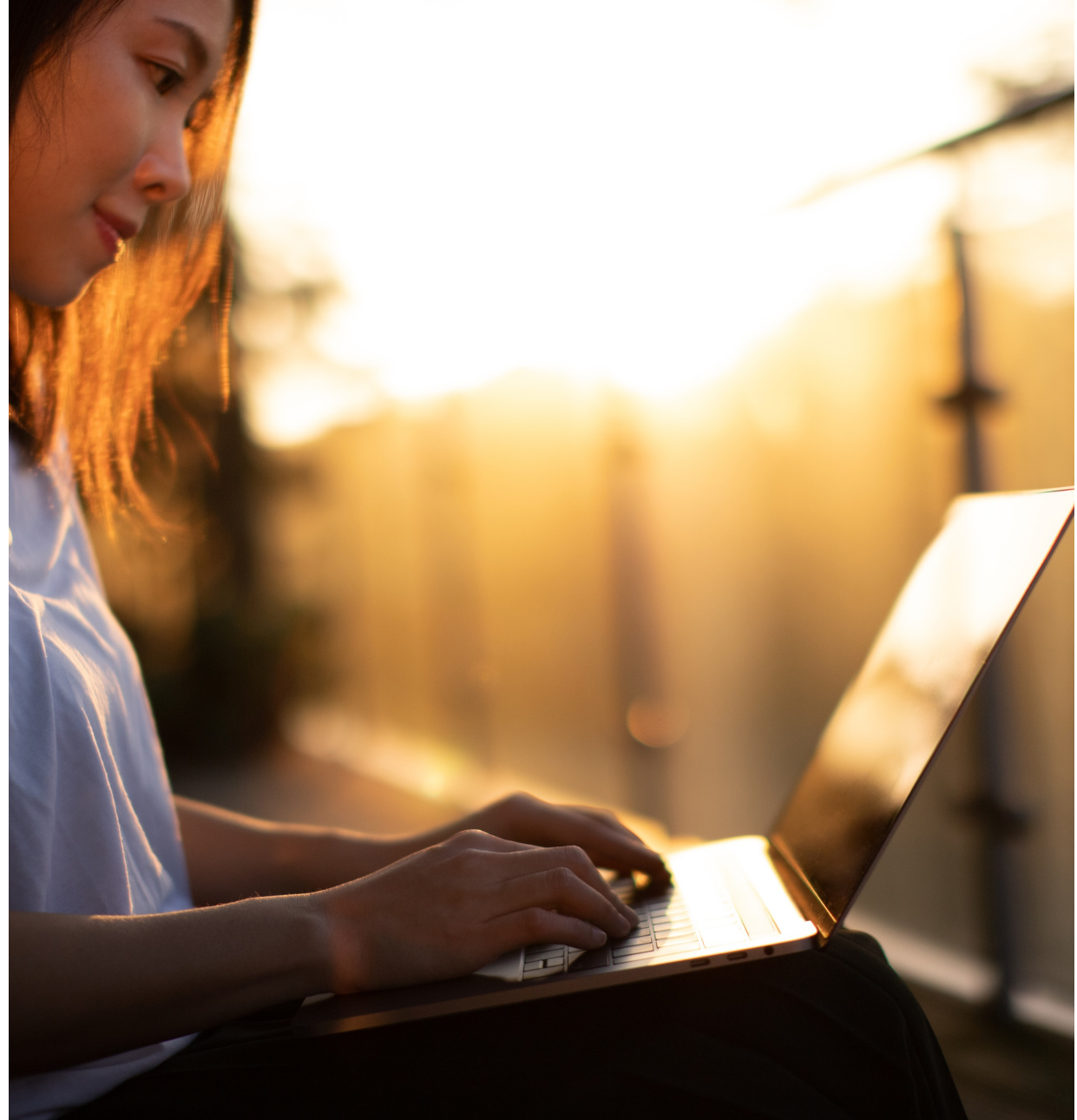
Hearst UK publishes 20 brands, including Good Housekeeping, Esquire, ELLE, Harper's Bazaar and Cosmopolitan. Our digital brands reach half of UK women and 1 in 3 UK men each month.

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 December 2022, our CEO, Katie Vanneck-Smith, joined Hearst UK. We are excited to have a female CEO leading our business, with a wealth of experience in the media industry for large-scale corporations and, more recently, having launched a successful startup before joining Hearst.

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 5th April 2022.



HEARST

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.

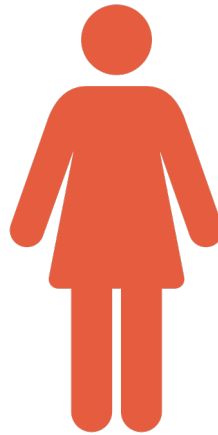
25% (quartile) pay distribution

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

HEARST UK GENDER PAY GAP

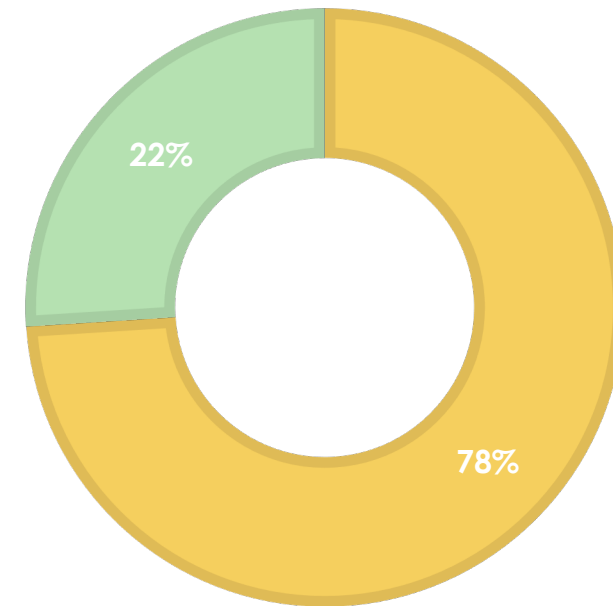


Hearst UK's gender pay gap:
MEAN: 24.0% (24.3% In 2021)
MEDIAN: 12.2% (13.8% in 2021)



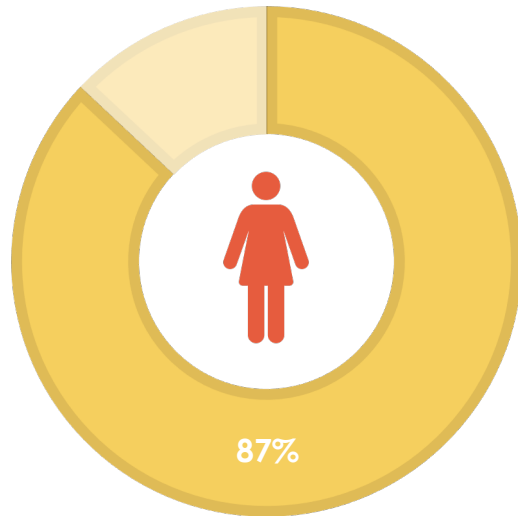
GENDER DEMOGRAPHICS

■ FEMALE ■ MALE



HEARST UK GENDER BONUS GAP

WOMEN WHO RECEIVED A BONUS

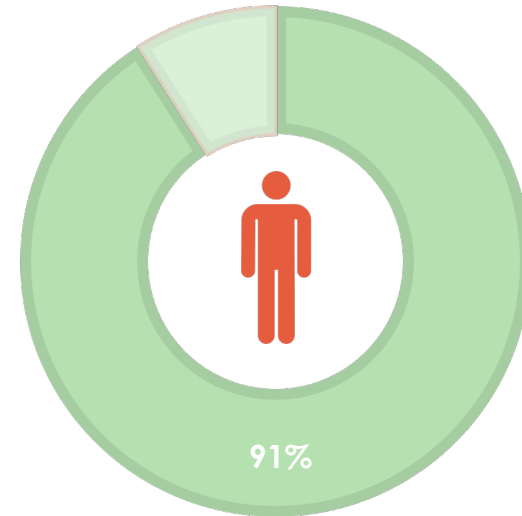


Hearst UK's gender bonus gap:

MEAN: 57% (51% in 2021)

MEDIAN: 25% (15% in 2021)

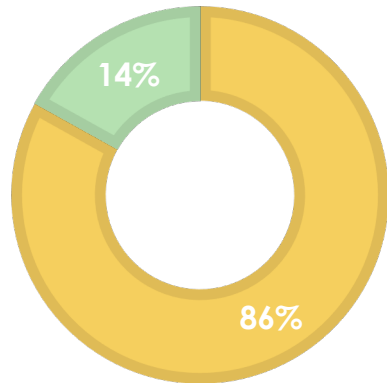
MEN WHO RECEIVED A BONUS



HEARST UK GENDER PAY QUARTILES, 2022

Q1 LOWER QUARTILE

FEMALE MALE

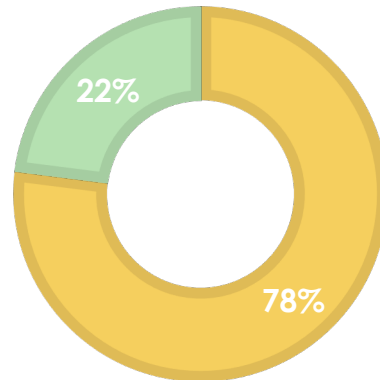


MEAN GENDER PAY
GAP: -0.9%

MEDIAN GENDER PAY
GAP: -2.8%

Q2 LOWER MIDDLE QUARTILE

FEMALE MALE

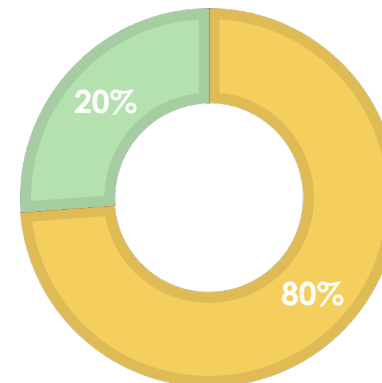


MEAN GENDER PAY
GAP: -1.8%

MEDIAN GENDER PAY
GAP: -2.4%

Q3 UPPER MIDDLE QUARTILE

FEMALE MALE

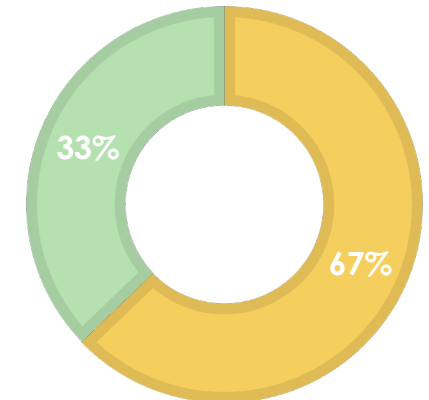


MEAN GENDER PAY
GAP: 0.2%

MEDIAN GENDER PAY
GAP: 0.5%

Q4 UPPER QUARTILE

FEMALE MALE



MEAN GENDER PAY
GAP: 18.4%

MEDIAN GENDER PAY
GAP: 9.1%

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 24.0%. 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 12.2% which is an improvement from 2020 when the median pay gap was 13.8%.

As a percentage of our total male employees, a higher proportion hold more senior roles commanding higher salaries, including our previous CEO during 2022.

In summary, our workforce is made up of 78% female employees and 22% male employees. Females outnumber males approximately 3:1, but in the highest-paying roles in our organisation, the proportion of males increases to 33%. This means that overall when we calculate the average and median hourly rates across the entire workforce, a man earns on average 24.0% more than a woman, or a man's median hourly rate of pay is 12.2% 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.
- We have supported 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.

SPARK UK

Created in 2022, SPARK UK is a space for discussion and advocacy for women at work. We now have over 100 members.

It has been created with every employee at Hearst UK in mind, in order to encourage and embolden all those who identify as female to achieve their goals, rise to leadership and to make Hearst UK a great place for women.

In developing a community of support, we celebrate what women bring to their teams, elevate the discourse around women and their accomplishments, and facilitate the journey to leadership.

The financial and cultural value of women having not just one seat but multiple seats at the table has been proven. Our goal is to see Hearst UK benefit from the value women bring, and vice versa.

This group is sponsored by Jane Wolfson, Chief Commercial Officer and Kenya Hunt, Editor-in-Chief of ELLE UK.



SPARK UK Events

ELLE UK #SeatattheTable

A breakfast event bringing women together to discuss gender inequality, in and out of the workplace

SPARK UK Presents: Exploring Imposter Syndrome

Hosted by Amy Grier, our Commercial Content Director, this panel event heard Kenya Hunt, Editor-in-Chief of ELLE UK, Jane Wolfson, Chief Commercial Officer, Jade Biggs, Feature Writer at Cosmopolitan, and psychologist Sharnade George, discuss the topic of imposter syndrome, and the risks of pathologising ourselves rather than criticising the environmental factors which create these feelings

Speed Mentoring

Coming up this April, 5 senior women from across different parts of Hearst UK will be imparting the wisdom they've learnt over the course of their careers to the members of Spark UK

HOW WE CLOSE THE GAP

- We commit to being transparent about policies, processes and decision-making criteria for promotion opportunities, pay and reward.
- 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.



Katie Vanneck-Smith, Chief Executive Officer, Hearst UK



Surinder Simmons, Chief People Officer, Hearst UK