

HEARST UK

GENDER PAY GAP

REPORT

# HEARST UK

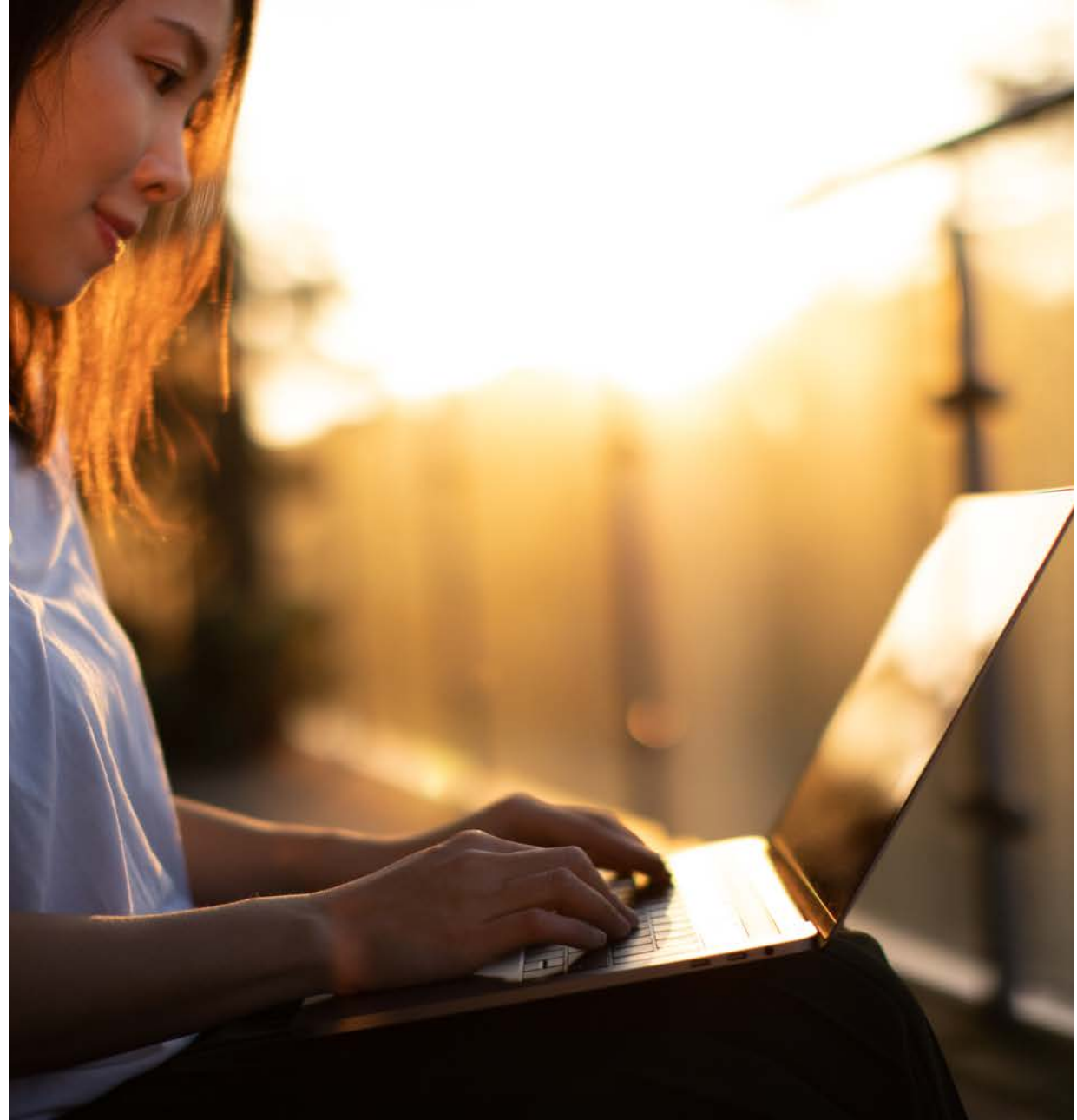
## Gender Pay 2020 - 2021

At Hearst UK our 22 brands reach over **one in three UK women** and one in four UK men every 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 2020.



# 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.

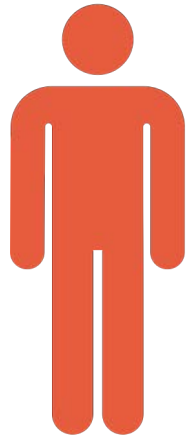
## **The median bonus pay gap**

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.

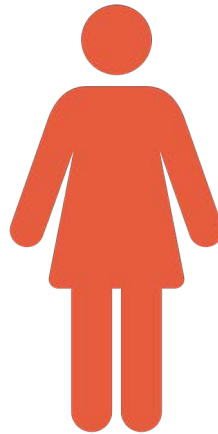
# HEARST UK GENDER PAY GAP



Hearst UK's gender pay gap:

MEAN: 23.4%

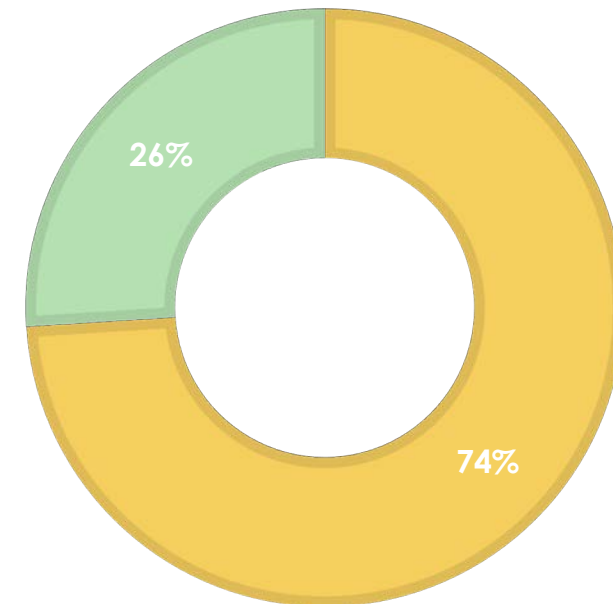
MEDIAN: 16.3%



## GENDER DEMOGRAPHICS

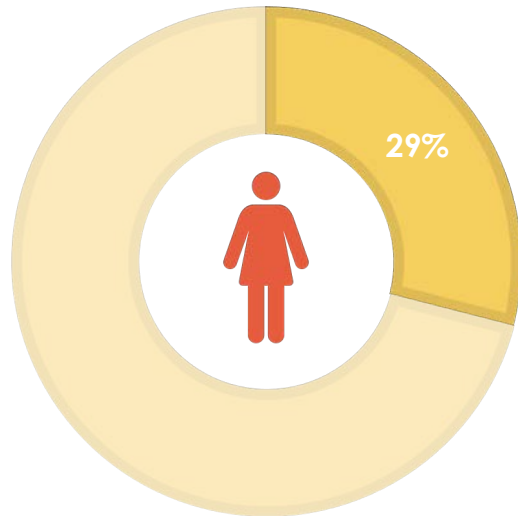
■ FEMALE ■ MALE

74% of our employees identify as female and 26% identify as male



# HEARST UK GENDER BONUS GAP

## WOMEN WHO RECEIVED A BONUS

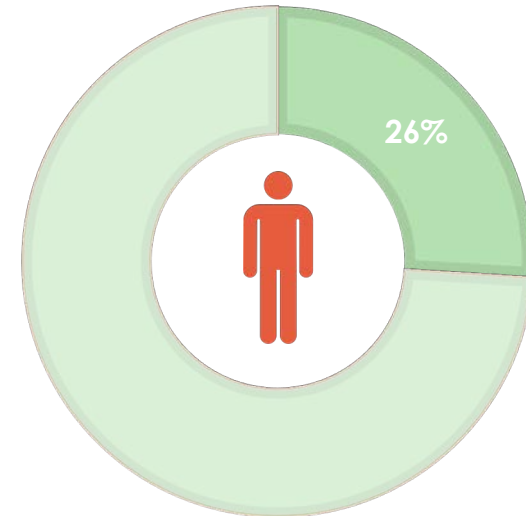


Hearst UK's gender bonus gap:

MEAN: 38%

MEDIAN: 12%

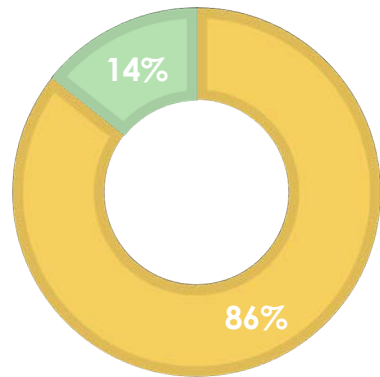
## MEN WHO RECEIVED A BONUS



# HEARST UK GENDER PAY QUARTILES, 2020

Q1 LOWER QUARTILE

■ FEMALE ■ MALE

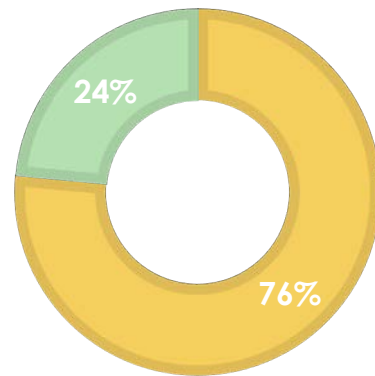


MEAN: 2%

MEDIAN: 4%

Q2 LOWER MIDDLE QUARTILE

■ FEMALE ■ MALE

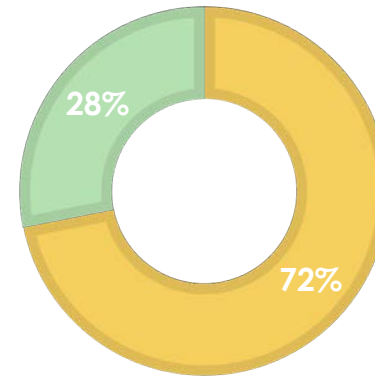


MEAN: -1%

MEDIAN: -3%

Q3 UPPER MIDDLE QUARTILE

■ FEMALE ■ MALE

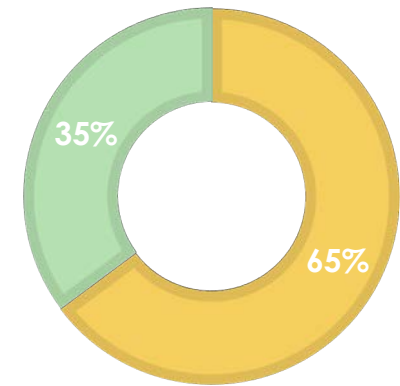


MEAN: 2%

MEDIAN: 1%

Q4 UPPER QUARTILE

■ FEMALE ■ MALE



MEAN: 15%

MEDIAN: 11%

# WHY THE GAP EXISTS

## We Can Do Better

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 1.5% of our people.

Hearst UK's gender pay gap is 23.4%. It exists because there is a predominance of females in all quartiles and the proportion of males increases in the upper quartiles.

As a percentage of our total male employees, a higher proportion hold more senior, well-paid roles, including our male CEO.

The effect of bonus pay in the same group of people gives rise to our gender bonus pay gap.

In summary, the gender imbalance in our workforce, with 74% female employees and 24% male employees contributes to our gap.

The much smaller proportion of men employed overall with few in our lower quartile roles and proportionally more in the top quartile, together with our male CEO accounts for our gap.

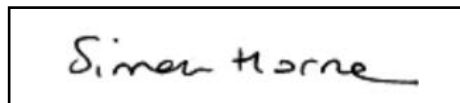
# HOW WE CLOSE THE GAP

## 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:

- Our recent pay review (2021) improved pay for the most junior roles in the company held primarily by females. We continue to invite discussions on pay via our annual approach to appraisals, known as Career Conversations.
- We remain committed to improving the number of women in more senior roles ensuring a shortlist of male and female candidates.
- Our certificate to hire module will be introduced in 2021 ensuring all hiring managers are making fair hiring decisions.
- More flexible approach to working hours will further support 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. We will also seek to expand our Parent Network to ensure we learn from our working parents.
- Our Diversity and Belonging programme commits to attracting and retaining diverse talent into our business. Supported by a Diversity & Belonging Steering Committee and dedicated Diversity and Belonging Lead we will continue 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