

# GENDER PAY GAP REPORT 2018

DC THOMSON MEDIA

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This report contains our April 2017 to April 2018 results and our plans to ensure gender equality.

## Our Gender Pay Gap

# Our overall median gender pay gap of 16.04% is lower than the UK average overall

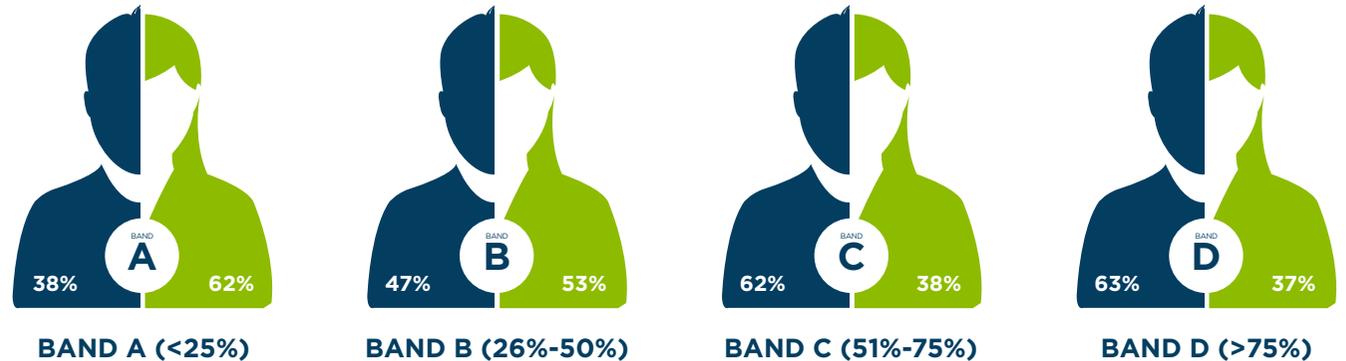
WHICH IS 19.3% (MEDIAN ONS JAN 2018)

Of the eligible population included in the analysis, DC Thomson Media had 823 employees with 47% female representation in April 2018.

The quartiles analysis ranks men and women from the lowest to highest earners, based on hourly rates. This is then divided into four even groups to show the proportions of men and women in each of these four earnings groups. The quartiles show that we have more females in lower paid roles and more males in higher paid roles.

Our group pay quartiles show a general gender split where more females are paid in the lower quartile (62% Female, 38% Male) and more males are paid in the highest quartile (63% Male, 37% Female).

The below shows the Gender Pay Gap and Bonus Pay Gap for DC Thomson Media calculated in accordance with the regulations.



### DC THOMSON MEDIA

<b>Pay gap:</b> 13.01% (Mean) 16.04% (Median)	<b>Bonus gap:</b> 45.53% (Mean) 29.98% (Median)	<b>Bonus participation rate:</b> Male 13.33% (Mean) Female 25.71% (Median)
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ACTION PLAN

# How are we going to address this?

## Actions include:

A commitment to collaborate across the business opens up opportunities for learning and skill sharing which is fundamental to employee development. Generating and retaining talent within the Media business is a key priority for us and is a gender neutral exercise.



Alongside this we have a flexible approach to recruitment and work hard to ensure we have the right people in the right roles. Opportunities, both internally and for new recruits to the team, are available to candidates of merit regardless of gender

In the next six months we will be reintroducing an employee survey to get in to the detail of our employees thoughts on working for DC Thomson Media. This will cover a variety of topics such as inclusion and diversity.



Continue to build a flexible approach to recruitment and work hard to ensure we have the right people in the right roles. Opportunities, both internally and for new recruits to the team, are available to candidates of merit regardless of gender and our processes will support this.

Actively work to ensure development opportunities are widely available and awareness is raised of equality, inclusion and flexibility.



# Our commitment to supporting DIVERSITY AND INCLUSION

## Reward:

Senior leadership role modelling and championing of flexible and inclusive approaches in line with DC Thomson Media culture and values.



Regular/Quarterly monitoring of pay equity across the DC Thomson Media business including starting and promotional pay.

Regular/Quarterly monitoring of gender distribution across roles within the DC Thomson Media business identifying areas of concern.



Quarterly monitoring of recruitment and retention outcomes by gender, identifying areas of concern.

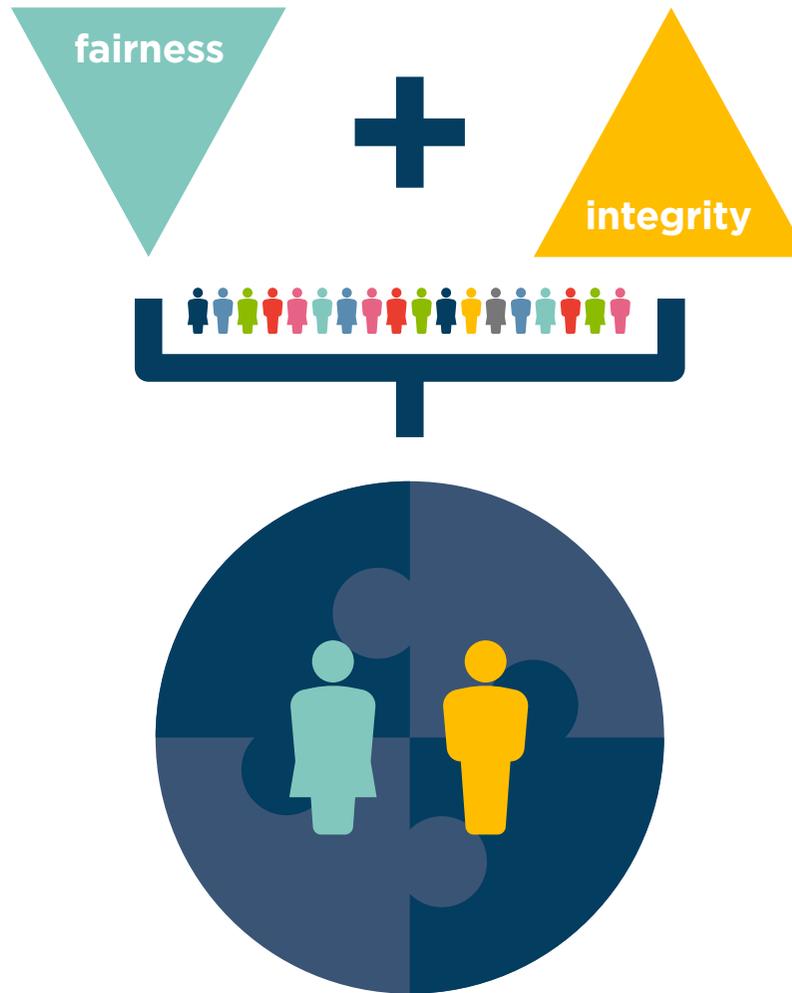
Controls for fairness and annual monitoring of bonus schemes, ensuing fair application particularly in schemes governed by management discretion.



## Market Comparison & CEO Comment

This is the first time we've had a report focussed on gender pay within DC Thomson Media, and I'm pleased that our median pay gap for April 2017 to April 2018 is 16.14%, lower than the UK national average of 19.3%.

Our aim is to continually improve on this and the action plan set out in this report gives us a definitive list of next steps.



**“Collaboration across the business opens up opportunities for learning and skill sharing which is fundamental to employee development.”**

We're committed to fairness and inclusiveness across all levels of the business and our values fully support this. Collaboration across the business opens up opportunities for learning and skill sharing which is fundamental to employee development. Generating and retaining talent within the Media business is a key priority for us. Alongside this we have a flexible approach to recruitment and work hard to ensure we have the right people in the right roles. Opportunities, both internally and for new recruits to the team, are available to candidates of merit regardless of gender.

In the next six months we will be reintroducing an employee survey to get in to the detail of our employees thoughts on working for DC Thomson Media. This will cover a variety of topics such as inclusion and diversity. It's crucial that everyone embraces the opportunity to have their say in this survey as we'll implement a further improvement plan that will be determined by the output.

It's difficult to find a comparative organisation within the media industry, due to our make-up of magazine and newspaper publishing alongside diversifications such as Fifth Ring, Wave and Games, however I'm confident that DC Thomson Media is a great place to work within the UK media landscape. We are committed to improving parity in our gender pay gap, as well as ensuring everyone involved in the business has the opportunity to think freely and be part of conversations that shape the way we take this business forward.

Mike Watson , CEO  
June 2018