



Gender Pay Gap Report 2023

Message from our Group CEO and Chief People Officer

Our 2023 Gender Pay Gap report reveals encouraging progress in narrowing pay disparities. We are reporting a reduction in our mean pay gap from 22% to 14%, and a reduction in our median pay gap from 14% to 7%. We are delighted that the proportion of women in the upper and middle pay quartiles increased in this reporting period, which is helping drive down the gender pay gap at Global.

In recent years, we've introduced a range of initiatives to help improve opportunities for women at Global, in particular the opportunities for women to progress to senior positions, and it is positive to see these changes are having an impact.

We are happy to acknowledge these achievements, but remain mindful of the work still ahead of us. Moving forward, we're continuing to put a lot of effort into hiring talented women, sponsoring female talent, building an inclusive culture and engaging all Globalers on the value of diversity and inclusion. We will continue to offer tailored development opportunities and hold senior management accountable to ensure that gender equity becomes ingrained at every level of our organisation.

Our ultimate aim is to create an inclusive culture where everyone feels valued, empowered and inspired to do their best work. We're looking forward to delivering on our commitments for the year ahead to support this.

Stephen Miron
Group CEO

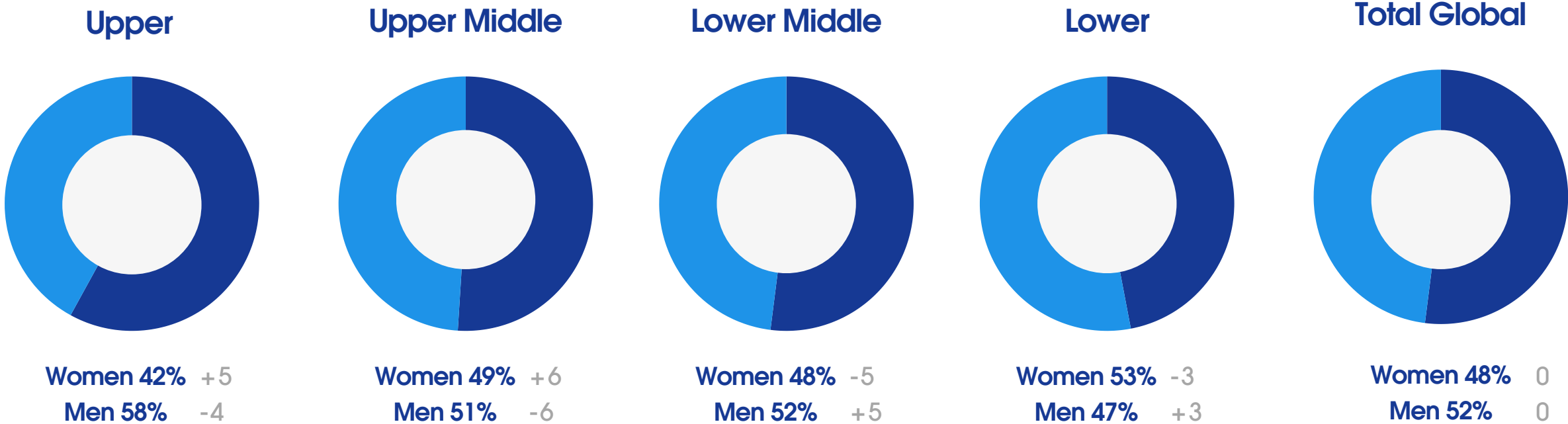
Sally Cairns
Chief People Officer

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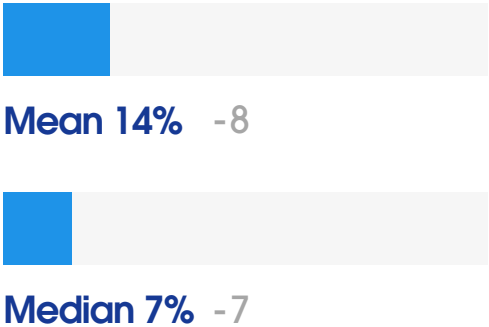


Our 2023 Gender Pay Gap Results

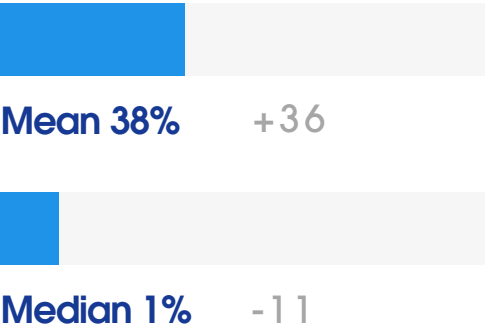
Pay Quartiles



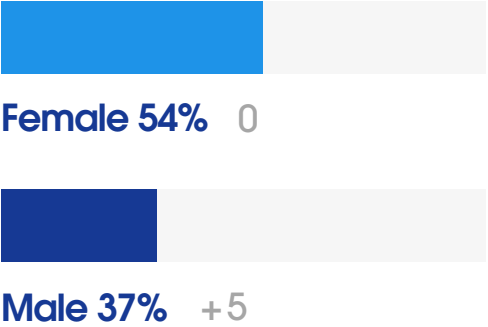
Hourly fixed pay



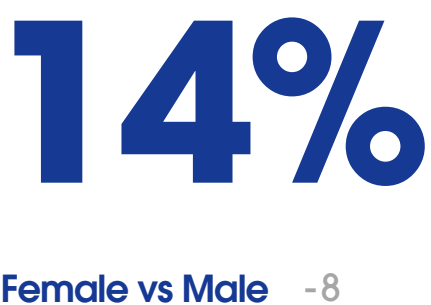
Bonus paid



Proportion receiving a bonus



Mean pay gap



- Women
- Men
- 2022 comparison

What the data is telling us

- The representation of women in the upper pay quartile increased by 5 percentage points to 42% and by 6 percentage points to 49% in the upper middle quartile.
- In 2023, our mean and median gender pay gaps decreased by 8 and 7 percentage points, to 14% and 7% respectively.
- The representation of men and women across our lower, lower middle and upper middle pay quartiles has become more balanced. In 2022, there were higher proportions of women than men in the lower and lower middle pay quartiles.
- In 2022, there was a significant reduction in the mean bonus gap (down to 2%), which was due to some bonuses being paid at a different point in the year. On a like-for-like basis, our 2022 bonus gap stood at 35%, and our 2023 bonus gap increased by 3 percentage points.
- More women received bonuses than men during the 12-month period up until 5th April 2023 (54% women vs 37% men), but the average bonus paid to men was more than the average bonus paid to women.
- Our overall gender split across the organisation remains flat from 2022: 48% women and 52% men.

Did you know?

20%

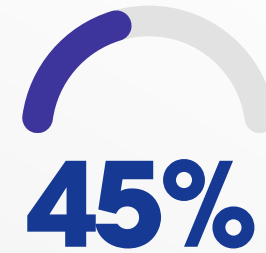


Since we first started reporting our Gender Pay Gap in 2017, we have decreased our mean pay gap by 20 percentage points, from 34% to 14%.

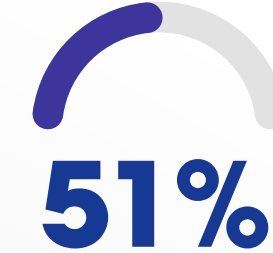


Our focus on supporting women at Global during 2022/23

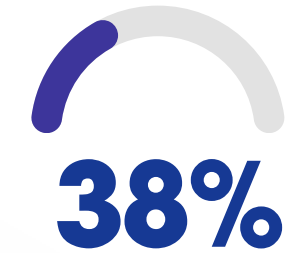
In the way that we hire



of external senior hires* were women



of internal senior hires* were women



of senior management* at Global are women

In the way that we develop and retain



of all promotions in 2022/23 were to women



increase in the number of women receiving training from 2021/22



of attendees on our Top Talent programme were women



of our first Women in Broadcasting & Content talent programme were promoted within 12 months



of our graduate apprentices are women



of our Technology & Digital Early Careers programme intake are women



How will we close the gap?

We know that change doesn't happen overnight and we head into 2023 committed to achieving long-term, sustainable change that is going to drive greater gender equality.

Our diversity, equity and inclusion agenda remains focused on:

- Building a workforce that reflects the demographics of our audiences, customers and broader society
- Ensuring there is fair opportunity so that everyone can do the best work of their career
- Promoting a culture that embraces and leverages difference where every Globaler feels they belong

Our 2023/24 action plan will focus on continuing to enhance our attraction, development and retention strategies, our talent investments, such as our Women in Broadcasting & Content programme, our policies, practices and culture, as well as building accountability at each level of the organisation to drive greater gender equality and balance across Global.



DE&I Networks @ Global

Our networks represent a critical part of the diversity, equity and inclusion agenda at Global. They are supportive, safe community spaces run for Globalers, by Globalers.

They advocate for change across the business and help to amplify our strategy through campaigning, training and awareness.

In 2023/24, we're committed to delivering our DE&I strategy and empowering our networks to drive positive and meaningful change.

Women

Championing gender equality at all levels, across all teams

RISE

Representing Globalers from various ethnic, racial, and cultural backgrounds

Pride

Promoting workplace inclusion, no matter what sexuality or gender identity

Families

Providing extra guidance and support for those with children in their lives

Accessibility

Supporting those with physical and neurological differences

Thrive

Promoting mental health and wellbeing at Global

What is the gender pay gap?

The gender pay gap is the difference between the average earnings of men and women. It looks across all jobs, at all levels, within an organisation.

It is a legal requirement for all UK companies with over 250 employees to report their gender pay gap each year.

Our 'Group' Global Gender Pay Gap data comprises the two UK entities that had 250 or more employees as of 5th April 2023, Global Media Group Services Ltd and Global Outdoor Media Ltd. Our results are based on the payroll data taken on the 5th April each year.



Gender pay vs equal pay

The gender pay gap is different to equal pay. Equal pay is the legal requirement that women and men are paid the same for the same or similar role and work.



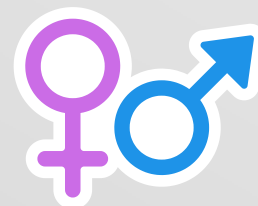
Pay by quartile

The full pay range from the lowest to the highest paid employees split into four equal sized groups, with the percentage of women and men in each quartile broken down.



Median pay gap

The percentage difference between the hourly pay, or bonus pay, of the median woman to the median man in the organisation. The median for each is the woman or man in the middle of the hourly pay, or bonus pay, list ordered from lowest to highest paid.



Mean pay gap

The percentage difference between the average hourly pay, or bonus pay, of women compared with the average of men in the organisation.



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