



# Gender Pay Gap Report 2024



# Message from our Group CEO and Chief People Officer

In 2023, our mean pay gap reduced from 22% to 14%, a big reduction compared to when we first started reporting our Gender Pay Gap in 2017, and our mean pay gap was 34%.

In 2024, due to some organisational changes and departures, our mean pay gap increased from 14% to 20%. Despite the overall representation of women remaining at 48%, the proportion of women in the upper and upper middle quartile decreased which has led to an increase in the gender pay gap this year.

We expect this to come back down in the future and remain committed to driving gender equality meaningfully through our hiring, promotion, benefits, policies and development activity.

We have many initiatives like our Women in Broadcasting & Content programme and gender balanced senior leadership programmes that have been effective in addressing the gender pay gap in recent years and these investments will help ensure we keep delivering improvements in the future.

Ultimately, our purpose is to make everyone's day brighter and our DE&I strategy is central to that. We want to create an inclusive culture where everyone feels valued, empowered and inspired to do their best work

Stephen Miron  
Group CEO

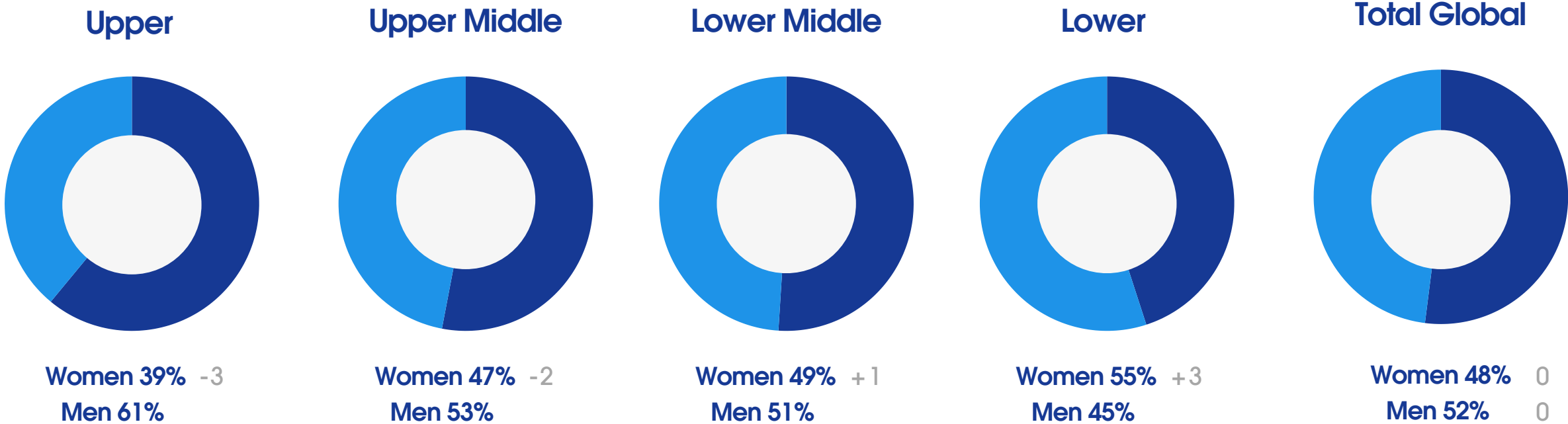
Sally Cairns  
Chief People Officer



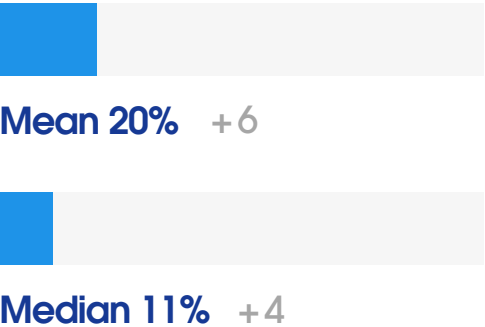


# Our 2024 Gender Pay Gap Results

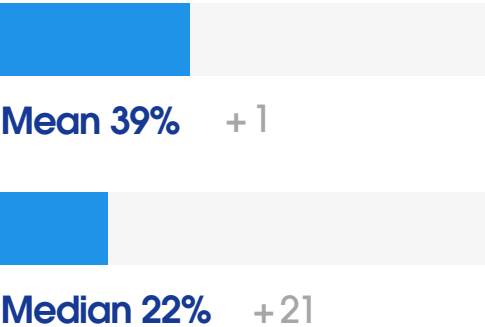
## Pay Quartiles



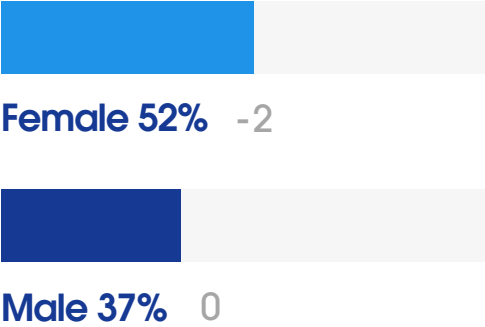
## Hourly fixed pay



## Bonus paid



## Proportion receiving a bonus



## Mean pay gap

20%

Female vs Male + 6

- Women
- Men
- 2023 comparison

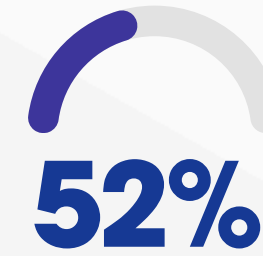
# What the data is telling us

- Since we first started collecting gender pay gap data in 2017, we have decreased our mean pay gap by 14 percentage points.
- In 2024, we have seen our mean gender pay gap increase by 6 percentage points to 20% and our median gender pay gap by 4 percentage points to 11% since last year.
- The representation of women in the upper and upper middle pay quartile decreased by 3 and 2 percentage points to 39% and 47% respectively, whilst representation in the lower and lower middle quartiles has increased by 3 and 1 percentage point respectively. The shifts in the distribution of women across the pay quartiles has driven the widening of our pay gaps.
- More women continue to receive bonuses than men (52% women, 37% men), but the average bonus paid to men is more than the average bonus paid to women.
- The overall gender split across the organisation remains flat year - on - year, 48% female and 52% male.

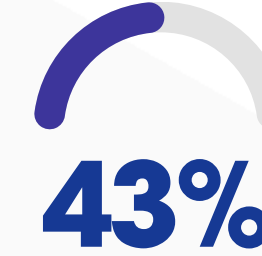


# Our focus on supporting women at Global during 2023/24

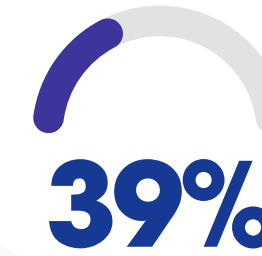
## In the way that we hire



of all hires in 23/24 were women



of senior hires\* were women



of senior management\* at Global are women

## In the way that we develop and retain



of all promotions in 2023/24 were to women



of promotions into senior management\* roles were to women



of all development workshop attendees across the year were women



of attendees on our Level 7 leadership programme were women



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



of apprentices were women

\*When referring to 'senior' hires or management, these are 'Head of' roles and above.

Data collected for period 1st April 2023 to 31st March 2024.



# How will we close the gap?

## Our company-wide DE&I agenda is focused on three pillars:

- 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 Globaller feels they belong

To ensure we drive greater gender equality and balance at every level of the organisation, especially in senior management roles, we need to focus on strengthening our leadership pipeline and unlocking more opportunities for women to progress into senior roles.

# 1

### Build the talent pipeline

Focus on the development and retention of women middle managers

# 2

### Be more transparent

Increase transparency and visibility of promotion, recruitment and development processes

# 3

### Unlock internal mobility

Review our strategy for hiring senior women both internally and externally

## What Have We Done in 2023/2024?

### Women @ Global

We are using data to target our efforts to attract, retain and promote amazing women with a particular focus on increasing the number of women at Global in senior leadership positions

- Launched 'One to One Connections', a mentoring scheme matching women across Global with senior stakeholders in different business areas to expand their networks
- Created a packed programme for International Women's Week, including panel events, training workshops and the first Women @ Global podcast on women's health



- Curated an International Women's Day women-led playlist for Global Player for the second year, featuring songs submitted by Globallers
- Following employee feedback, partnered with Coppafeel and Menopause and Wellness Coaches on exclusive events and sessions



# 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.



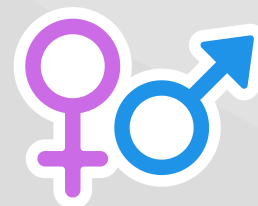
## Pay by quartile

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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