

HEARST UK

GENDER PAY GAP

REPORT

HEARST UK

Gender Pay 2023

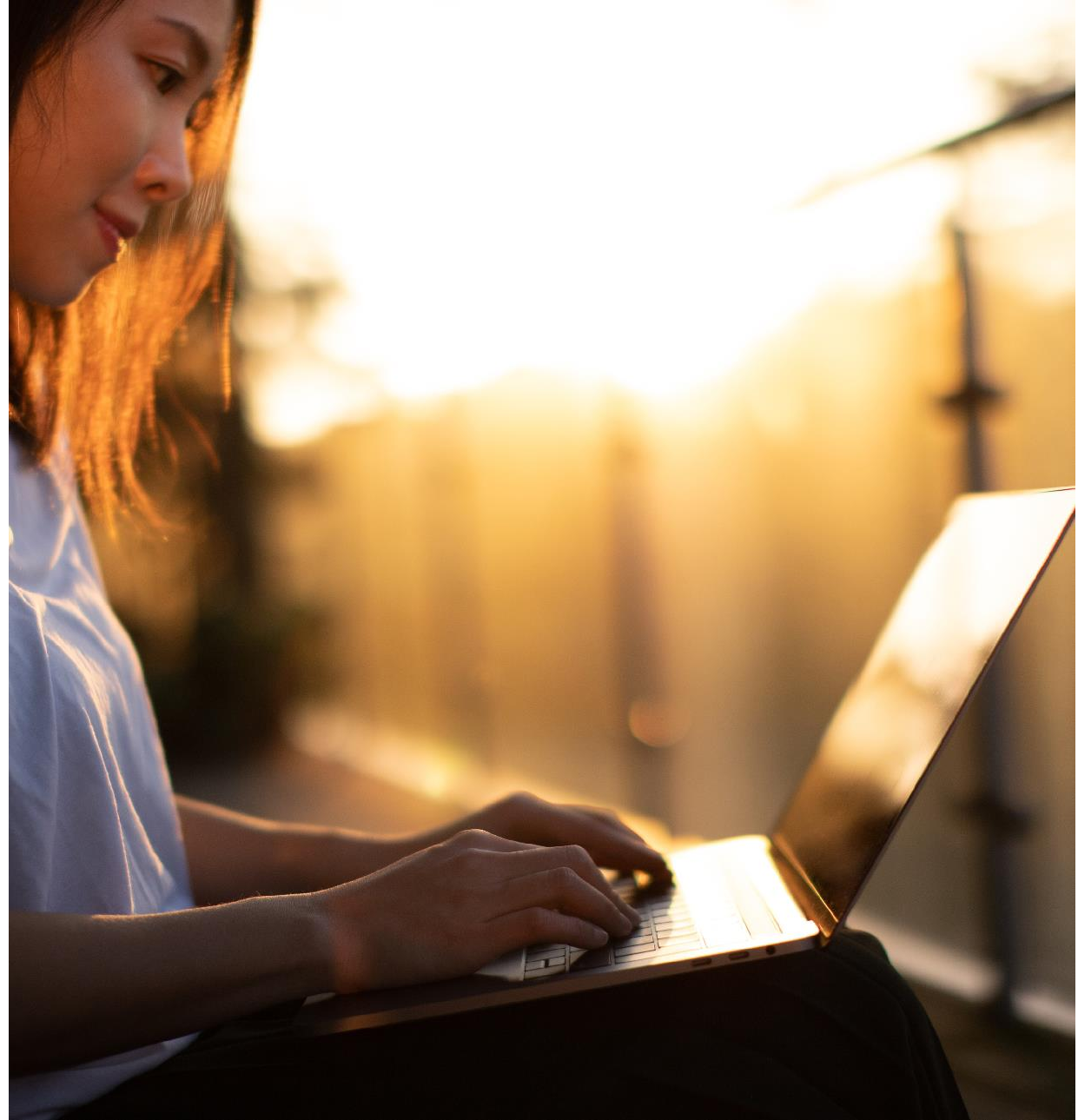
Hearst UK publishes 16 brands, including Good Housekeeping, Esquire, ELLE, Harper's Bazaar, and Cosmopolitan. Our digital brands reach half of UK women and one in three UK men each month.

We are an employer 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 2023.



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.

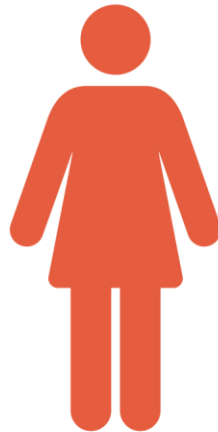
25% (quartile) pay distribution

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

HEARST UK GENDER PAY GAP

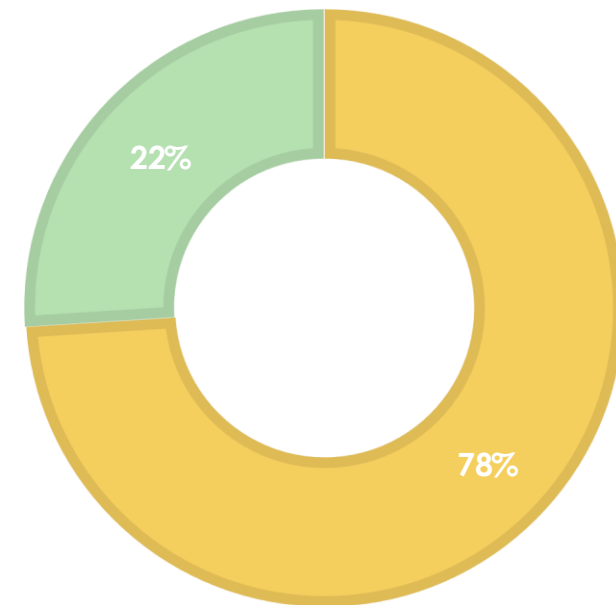


Hearst UK's gender pay gap:
MEAN: 18.2% (24.0% In 2022)
MEDIAN: 18.1% (12.2% in 2022)



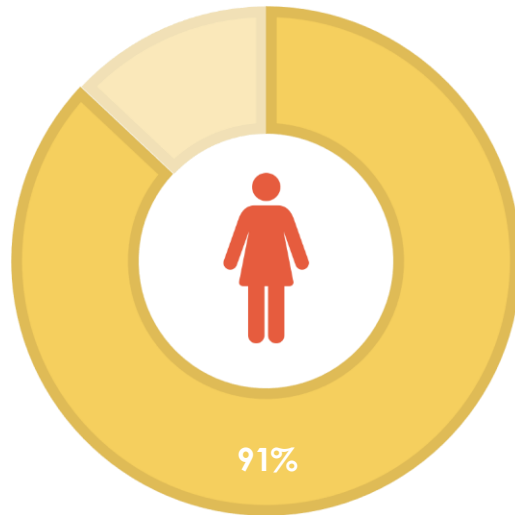
GENDER DEMOGRAPHICS

■ FEMALE ■ MALE



HEARST UK GENDER BONUS GAP

WOMEN WHO RECEIVED A BONUS

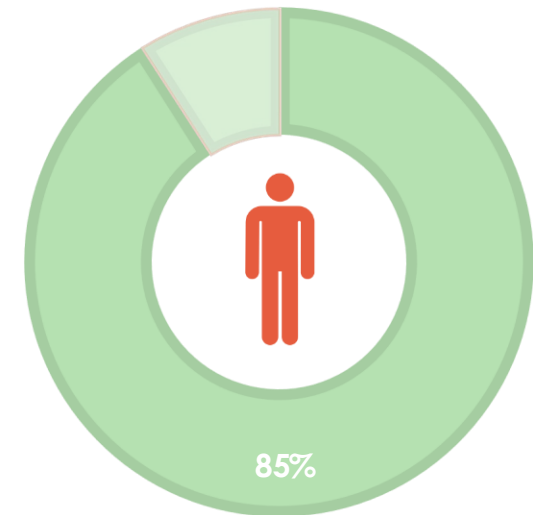


Hearst UK's gender bonus gap:

MEAN: 50% (57% in 2022)

MEDIAN: 0% (25% in 2022)

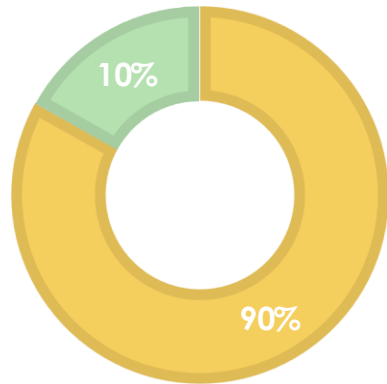
MEN WHO RECEIVED A BONUS



HEARST UK GENDER PAY QUARTILES, 2023

Q1 LOWER QUARTILE

■ FEMALE ■ MALE

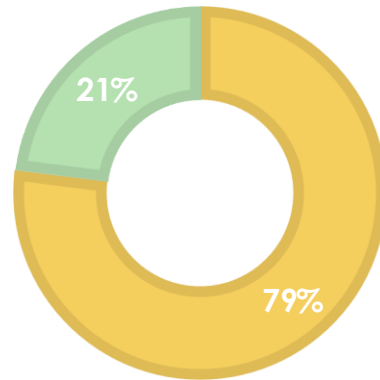


MEAN GENDER PAY GAP: 2%

MEDIAN GENDER PAY GAP: 2.4%

Q2 LOWER MIDDLE QUARTILE

■ FEMALE ■ MALE

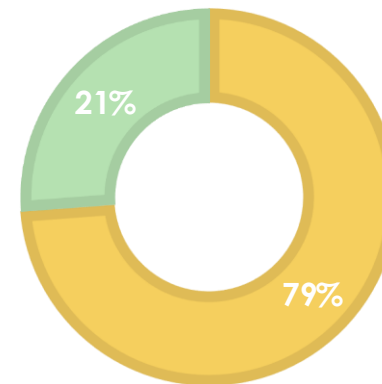


MEAN GENDER PAY GAP: -0.2%

MEDIAN GENDER PAY GAP: -1.2%

Q3 UPPER MIDDLE QUARTILE

■ FEMALE ■ MALE

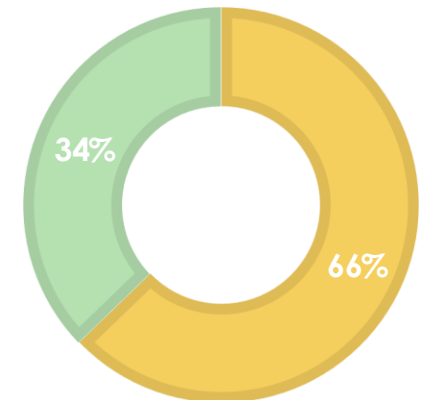


MEAN GENDER PAY GAP: 0.8%

MEDIAN GENDER PAY GAP: 3.4%

Q4 UPPER QUARTILE

■ FEMALE ■ MALE



MEAN GENDER PAY GAP: 0.3%

MEDIAN GENDER PAY GAP: 4.2%

WHY THE GAP EXISTS

Analysis of the data suggests that our pay gap is mainly due to a higher proportion of males in higher-paid positions and not widespread unequal pay between females and males.

Hearst UK is comprised of 22% male employees and 78% female employees; however, males represent 34% of those in the highest-paying positions. This is significant in comparison to the overall workforce and influences our gap greatly.

This means that a smaller number of male employees impact the average and median pay across the whole business, skewing earnings upwards for men compared to women overall.

This is why, whilst the lower and middle quartiles show minimal gaps (and slightly favouring females in some instances), the high proportion of males where salaries are substantially higher produces a significant gap overall.

For clarity, the data in both the Lower and Lower-Middle quartile suggests pay equity has been mainly achieved.

However, in the Middle-Upper and Upper quartiles, there is still work to be done. The larger median gap compared to the mean, especially in the upper quartile reflects a concentration of men throughout the upper half of salary distribution in both of these quartiles.

A higher median than mean indicates the males in these quartiles earn more than females. The disparity is attributed to the concentration of men in senior roles within those quartiles, reflecting differences in role distribution rather than discrepancies in pay for the same roles.

OUR COMMITMENTS

Gender Pay Gaps are influenced by a number of different factors, both cultural and organisational. We remain committed to closing these gaps. Our commitments include but are not limited to:

Salary Audit: We will analyse salaries at all levels and ensure women are paid equitably throughout their careers.

Career Development: We will support women in, and moving into, leadership roles through our imminent Leadership programmes; one of which focuses on emerging leaders and the other aimed at SLT level. We will also keep in mind disparities when succession planning across the business.

Pay Banding: By implementing pay banding, we will ensure that salary decisions are consistent, fair, and based on objective criteria, which helps to eliminate gender-based pay disparities.

Mentorship: We will support the implementation of a Mentorship programme supporting senior leaders to mentor junior women in the business. (It is paramount that men are part of this process also, sponsoring & mentoring women)

Hiring: 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 bias.

Shortlisting: 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.

Career Transitions: We will review how pay equity is maintained during and after major career transitions, including promotions and returns from extended leave, to prevent gaps from widening over time.

Regular Feedback: We will create regular feedback mechanisms to assess the impact of diversity and belonging initiatives. This includes surveys, focus groups, and exit interviews to understand the effectiveness of current policies and identify areas for improvement.

Accountability: We will support leadership in driving and promoting gender-based diversity and inclusion initiatives.

Returning from Maternity Leave: We will continue to support women returning to work after maternity leave, adding to our overall parent coaching efforts, which support and encourage a return to the workplace.

Amplifying Voices: 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.

SPARK ERG: We have supported the creation and formation of SPARK, a women-focussed employee group that provides a platform for female employees to support each other, share ideas, and feed back concerns to the wider business.

The data provided in this report is accurate and in line with mandatory requirements.

A rectangular box containing a handwritten signature in black ink. The signature is cursive and appears to read 'Katie Vanneck-Smith'.

Katie Vanneck-Smith, Chief Executive Officer, Hearst UK