# HEARST UK

# GENDER PAY GAP

## REPORT 2024

HEARST

### Foreword

Welcome to our 2024 Gender Pay Gap Report. At Hearst UK we are working to increase the diversity of our teams to better represent the readers and communities we serve. We are committed to reducing our gender pay gap, attracting the best talent, and retaining and developing our people.

We are proud that the initiatives we have implemented over the past few years have led to positive progress in reducing our median pay gap. This has reduced from 18.1 to 14.8% since we first reported these figures in 2017.

Mirroring trends in UK publishing, our workforce is predominantly female, with 79% of Hearst UK employees being women. The composition of our workforce significantly influences our gender and bonus pay gaps. While women hold the majority of positions in every quartile of the company, including 55% representation on our executive leadership team, the upper quartile has a higher proportion of men, which has an impact on our pay gap figures.

Our commitment to championing gender equality and fostering a fair, diverse, and inclusive company environment remains steadfast. We believe that everyone should have the opportunity to reach their full potential, and we will continue to drive meaningful change within our organisation and the publishing industry as a whole.

Our vision is to cultivate a truly inclusive business. We understand that diverse and inclusive workforces, where all individuals feel a sense of belonging and can thrive, lead to better decision-making and improved outcomes. Reporting on our gender pay gap has not only illuminated areas for growth but has also propelled positive change at Hearst UK. We eagerly anticipate the implementation of further initiatives that will support our ongoing journey toward equity and inclusion.



11 - 10 Prails

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

Katie Vanneck-Smith, CEO, Hearst UK

### Understanding our Gender Pay Gap Report

#### 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 % 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 gend<mark>er pay gap</mark>

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 % 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 % 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 % of the mean bonus for men.

#### The median bon<mark>us pay gap</mark>

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 % of the median bonus for men.

#### 25% (quartile) pay dist<mark>ributio</mark>n

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

### Mean and Median Gender Pay Gap



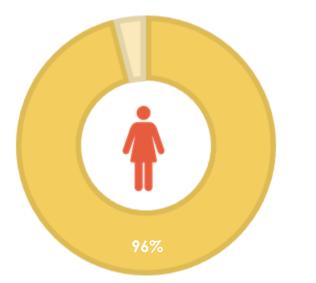
Hearst UK is comprised of 21% male employees and 79% female employees; males represent 28% of those in the highest-paying positions, which influences our gap.

2023 - 21% Male Employees 79% Female Employees

#### HEARST

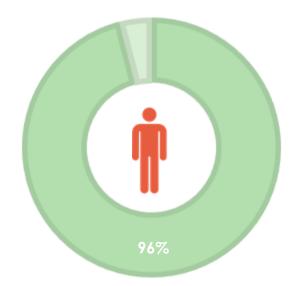
### Mean and Median Gender Bonus Gap

#### WOMEN WHO RECEIVED A BONUS



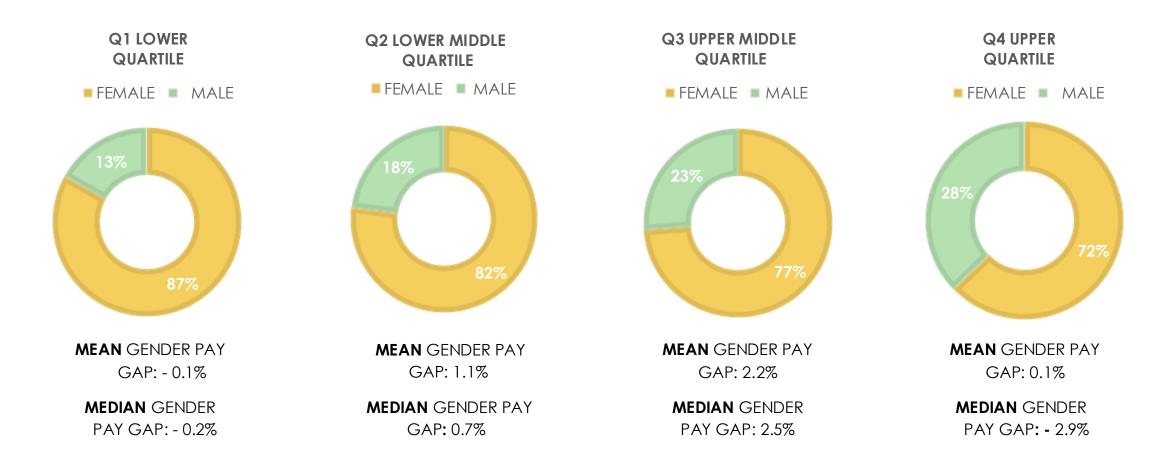
MEAN: 25.4% (50% in 2023) MEDIAN: 0% (0% in 2023)

#### MEN WHO RECEIVED A BONUS



The % of our employee population who received a bonus payment in the 12 months prior to 5th April 2024.

### Pay Quartiles - % of Gender in each Quartile



Whilst our pay quartiles display little disparity this highlights the need for attracting more males within the organisation, particularly in the lower quartiles.

### **Understanding our Gender Pay Gap**

Our results reflect those of many other businesses; not driven by equal pay issues but rather by uneven representation. Data analysis reveals the shape of our organisation to be the primary driver of our pay gap, due to the higher proportion of males in senior and higher-paid positions, rather than pay inequities between genders. Men are underrepresented at all levels in Hearst UK except in the executive leadership team, where men and women each occupy almost half of the roles. This uneven representation means the overall mean bonus received by men is higher than that received by women. To promote a more equitable and inclusive workplace, we must continue to enhance representation of intersectional diversity throughout, working to further improve representation and ensure all employees have equal opportunities for advancement and appropriate compensation.

### What We Are Doing Well ...

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Hearst UK's executive leadership team comprises five men and six women, led by a female CEO.

At Hearst UK we believe that diversity is a business priority and an important enabler of our inclusive company culture. We recently launched a two-year inclusive people strategy that embeds DE&I through every part of the employee journey. We will track progress and accountability for our ongoing DE&I journey and health equity efforts. This includes representation, talent advancement and development, and performance, increasing belonging and inclusion for all of our employees.

### Our Commitment to Closing our Gender Pay Gap

Gender Pay Gaps are influenced by a number of factors, both cultural and organisational. At Hearst UK we are profoundly committed to the principles of diversity, equity, and inclusion (DE&I), which lie at the heart of our DNA. We believe that fostering an inclusive environment where diversity is celebrated, and equity is prioritised, is not just a goal — it's our responsibility.

We honour the uniqueness of every individual, treating one another with the utmost dignity, and standing in solidarity with colleagues who require support.

With our new inclusive People Strategy, we are launching many new initiatives that represent significant milestones in our ongoing journey. These initiatives are not merely projects; they are essential components that seamlessly integrate our People Strategy with Hearst UK's overall business objectives.

By driving forward our efforts in DE&I and health and wellbeing, we are not only enhancing our workplace but also actively contributing to the wellbeing of the customers we serve. Together, we are taking meaningful steps that reflect our dedication to a more inclusive and equitable future.



### **Attraction & Recruitment**



Career Development, Progression & Retention

DE&I Data



**Health & Wellbeing** 

### Our Commitment to Closing our Gender Pay Gap

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#### Attraction & Recruitment

- Inclusive Training: We are updating our mandatory inclusive hiring training to foster inclusive recruitment practices
- **Pay Transparency:** We are implementing pay transparency to ensure that salary decisions are consistent, fair, and based on objective criteria. This culture shift will also support our employees' career pathways and pay progression
- Future Talent Programme: We will build an early careers programme with DE&I at its core to source the very best talent
- Enhanced Paternity Pay: Additional 6 weeks of paternity leave at full-pay for employees with one year's service at 15 weeks before childbirth (8 weeks in total)

#### 2 <u>Career Development,</u> <u>Progression & Retention</u>

- **Career Development:** We will support women in, and moving into, leadership roles through our imminent Leadership programmes
- **Returning From Parental Leave:** A new parent programme will support both women and men with coaching sessions, providing dedicated "comeback" support for parents and carers at each stage of the parental transition
- Salary Audit: As part of our pay transparency project, we will analyse all salaries at all levels to ensure our employees are paid equitably throughout their entire careers
- **Mentorship:** We will implement a Mentorship programme, enabling our senior leaders to mentor our people in their career path
- **Women's Network:** We will continue to support SPARK UK, a women-focused employee group that provides a platform for discussion and advocacy
- **Embedding a Learning Culture:** We are launching a L&D programme for all our staff with over 100 workshops per year covering areas including diversity, disability and health & wellbeing



Data & Benchmarking: Establishing a data framework for tracking and measuring our DE&I progress. This will include surveys, focus groups, and exit interviews to understand the effectiveness of our current policies and identify areas for improvement





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- Health & Wellbeing
- Holistic Approach: We recognise that our employees' health is not two dimensional and we are on a journey to provide a strategic approach to wellbeing
- Mental Health: Our Mental Health Ambassadors are trained to listen nonjudgementally and to signpost employees to seek the appropriate support
- **Disability Audit:** We will be conducting a Disability Audit with actions to follow
- **Menopause Support Programme:** We are launching a new partnership with Adora Health, which will provide 24/7 companion health support
- Health Benefits: We offer many additional benefits beyond the standard Employee Assistance Helpline, like Health Risk Assessment tools, an Online Health Portal, on Demand GP access and a company funded Healthcare Cash plan for you to claim back, cash on Dental and Optical Treatment as well as alternative therapies

### **Our Employee-Led Resource Groups**

### **HearstLab**

Hearst UK recognises intersectionality and now has eight collaborative employee-led resource groups that bring people together to support our inclusive culture



disability to get together and share their experiences, along with their allies.



# HERITAGE

A group for the company's Black, Asian and Minority Ethnic employees and their allies, creating a community space for those with shared experiences.



This group focuses on enhancing companywide understanding of the LGBTQIA+ experience.



SPARK UK is a place for discussion and advocacy for women at work.



HearstLab is Hearst's Venture Capital arm, which invests in female-led start-ups.

In addition to financial investment, the startups gain unrivalled access to expertise within Hearst's 360+ businesses across fintech, healthcare, transportation, consumer media, enterprise software, and data analytics.



The Families Network exists to explore and bring awareness to a broad range of family challenges.



Allied UK is a group focused on learning about allyship, both within and across the wider business.



A group for those from the Jewish community, whether practicing Judaism or not.



Our Menopause ERG acts as an ambassador for Menopause within Hearst UK.



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