

ARCHANT } GENDER PAY GAP REPORT 2019





Archant is a privately owned media company. Our purpose is to **build communities**.

We are committed to a culture of diversity, transparency and opportunity. We draw on the experiences and expertise of our colleagues who come from a wide variety of backgrounds.

We believe in equal rights for all, and through our values of **Pride, Respect and Creativity**, we aim to build an environment that enables all our colleagues to achieve their potential.

The last twelve months have seen our organisation move forwards at pace. We have made significant investment and commitment in key areas to support our vision to be the **most engaging media in our communities**.

As a business underpinned by employee engagement and learning, we have invested in new coaching expertise and a pioneering learning and development platform, enabling all our staff to grow and develop anytime, anywhere, on many subjects.

Specifically around gender pay in the past 2 years, we have pro actively:

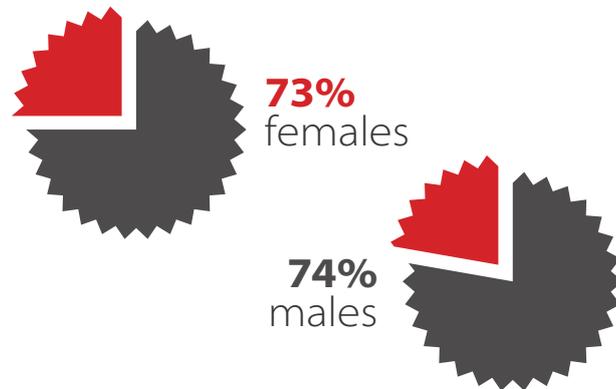
- Appointed a Board Member to have responsibility for Gender diversity.
- Appointed a female to the Chief Client Office executive role, improving the gender balance on the operational Executive Board.
- Introduced a new pay policy to ensure everyone doing the same role has the opportunity to earn the same amount.
- Actively ensured where possible to have gender balanced shortlists when recruiting.
- Provided support to females making it easier to balance work and life.

THE NUMBERS

Total employees:

1,127 52.7% female
47.2% male

The proportion of females and males receiving a bonus payment:

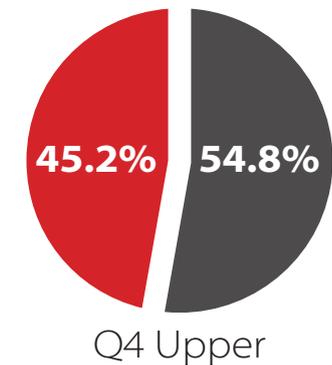
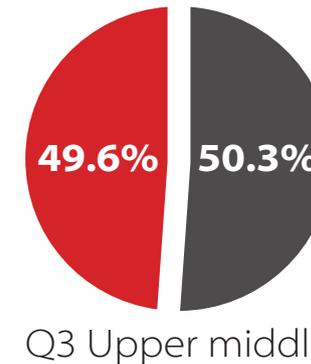
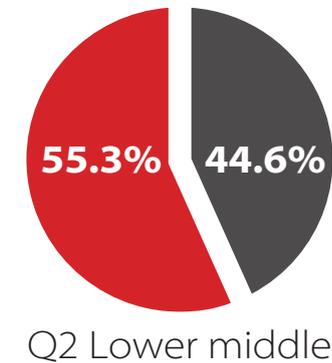
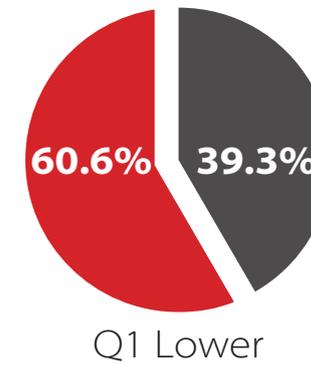


Difference between male and female pay:

	Mean	Median
Hourly pay gap	9.7%	9.2%
Bonus pay gap	-33.3%	-125.8%

The proportion of males and females in each pay quartile

Female % Male %



WHAT DOES THIS MEAN?

The Pay Gap

We are pleased to report that our mean pay gap has reduced, from 11.1% in 2017 to 9.7% in 2019.

Overall we have fewer employees than two years ago and we continue to employ more women than men.

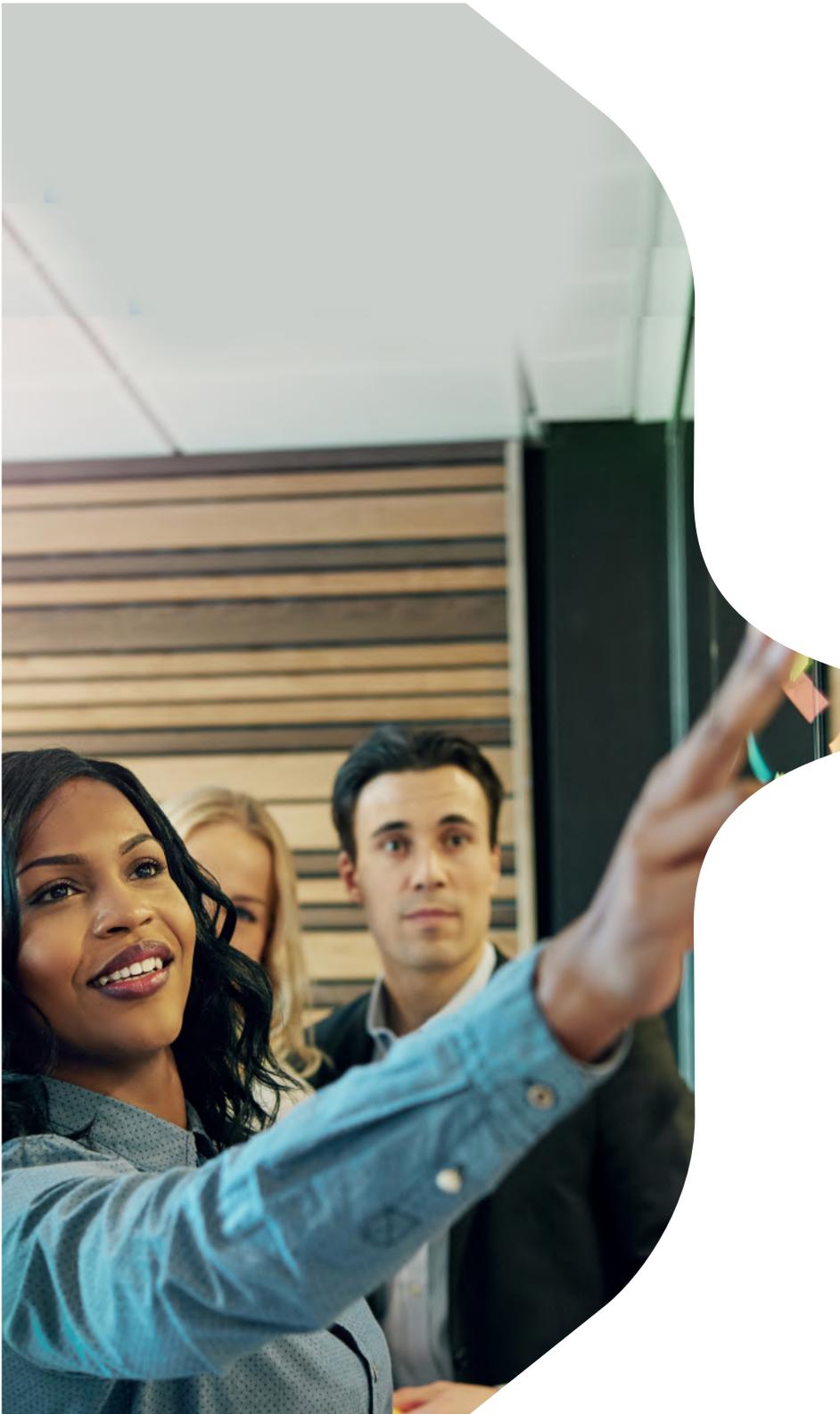
Whilst this proportion is reflected in the lower pay quartiles, and despite the appointment of a woman to an Executive Officer role, when we look at the number of males and females in the upper pay quartile (Q4) we see there are more men than women in our most senior positions.

The Bonus Pay Gap

As in the past two years, the bonus pay gap is showing as favourable to women

As previously reported the high median figure of -126% is attributed to the bonus structure operated within our printing department, which currently employs a predominantly male workforce. Should we remove this element of the calculation for the median bonus pay gap would be -38%.





CLOSING THE GAP

It is recognised that the main challenge facing Archant is to increase the representation of women in our most senior roles. Archant is committed over time to achieving gender balance in all areas of our business and we are keeping a close eye on how our policies are helping us improve.

For example our recruitment data for the period March 2018 to April 2019 shows women are competing successfully for the roles they apply for, but there is more to do to see women represented more equally in the upper quartiles.

- Overall we have more external applications from women, and a higher proportion of women versus men progress through to interview stage and to an offer of employment. It is pleasing that this is true across a range of roles.
- Of particular significance is that more women than men apply and are appointed to internal vacancies.

The challenge of increasing the representation of woman in our senior roles is one that many organisations face, and whilst there is no immediate fix, Archant believes that with focus and commitment we can continue to reduce our pay gap over time.

Going forwards we will be getting right into the detail to understand what more can be done to encourage women to develop their careers within Archant and progress into senior job roles.

For example:-

- Understand the representation of women by function and level.
- Look at the support offered to women returning from maternity.
- Identify the challenges or barriers for part time workers holding senior roles.
- Include gender breakdown in our staff churn analysis.
- How we can improve the gender balance in our promotions.

This work is underway and will inform our action plans for reducing our pay gap in the future.

Our Action Plan for 2019 is to use this information and other findings from the past two years to:-

Raise **AWARENESS** of the gender pay gap by ensuring all senior and recruiting managers know and understand Archant's Pay Gap challenge, and how they can help to improve it.

Ensure that the Pay Gap and women's roles in Archant become part of our day to day conversations and discussions, creating a collective **VOICE** to drive change and embed actions so that over time they become 'business as usual'.

As we continue our digital transformation, take advantage of the unique opportunity digital media give us to **DESIGN** future job roles with a learning and development path that will offer both women and men a career that, with commitment, can progress into senior roles within Archant

As Chief People Officer, I, Dee Willmott, can confirm that the information contained herein is accurate.

