

UK Gender Pay Gap report 2023

haymarket®



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Our values_



Creativity
Great ideas,
well executed



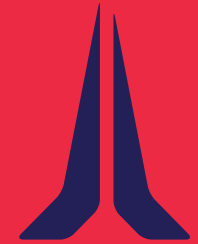
Expertise
Inspiring,
insightful and
independent



Integrity
Trust sustains
our business



Innovation
New ideas
new techniques



Respect
We value
difference

Shaping a Better Future with Remarkable Content_

Gender Equality is one of the three core pillars of Haymarket Impact, aligned with the United Nations Sustainable Development Goals (UN SDGs).

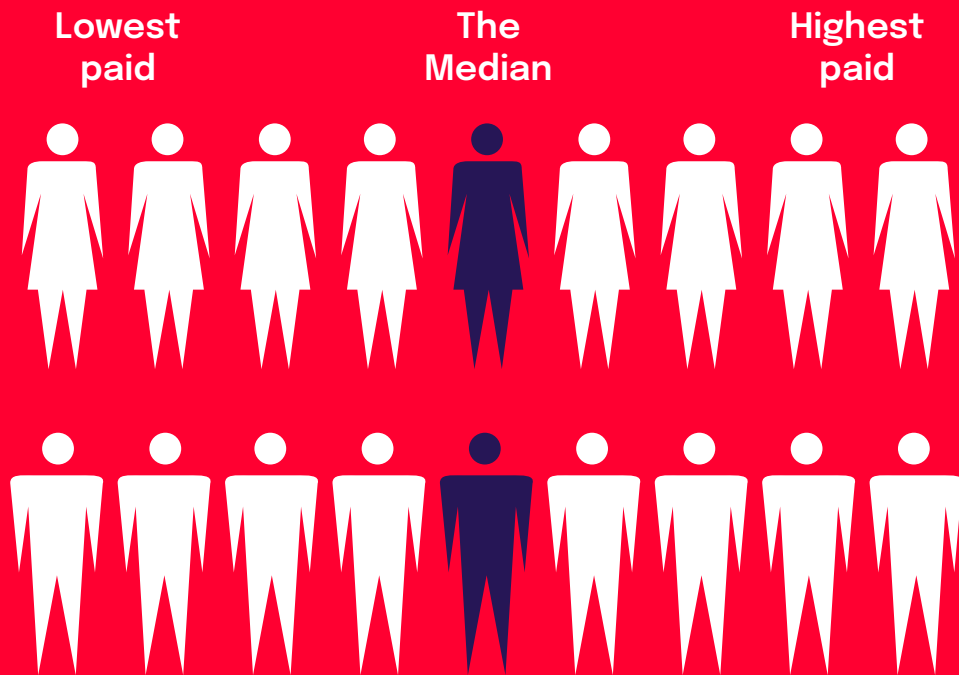
We have a global Gender Equality Steering Group, which includes two external experts, who meet monthly to discuss how we further gender equality and continue to attract, retain and develop the best female talent.

In the UK, and globally, women account for over 50% of our employees however we recognise that in some areas of our business, women are still underrepresented and we are committed to changing that. We also recognise that as a media business, we have a voice and a duty to influence and accelerate gender equity, and ultimately gender equality, within the communities we serve.

What is a gender pay gap and how is it calculated?_

The gender pay gap is a measure of labour market or workplace disadvantage, expressed in terms of a comparison between men's and women's average hourly rates of pay (total earnings) and bonus.

These statistics refer to the earnings of our UK workforce for the period ending April 2023. Gender pay is different from equal pay, which looks at the difference in pay between a man and a woman performing roles of equal value.



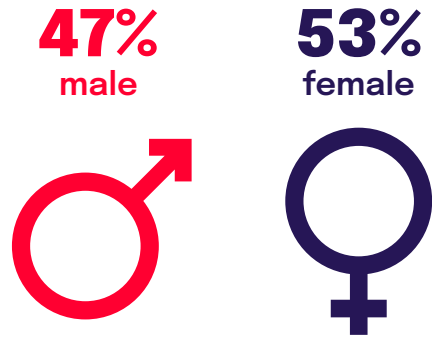
The **median gender pay gap** reflects the percentage difference in pay between the middle person in a ranking of highest to lowest paid women and men, respectively.



The **mean gender pay gap** looks at the average percentage difference in hourly pay of the women at Haymarket as compared with the men.

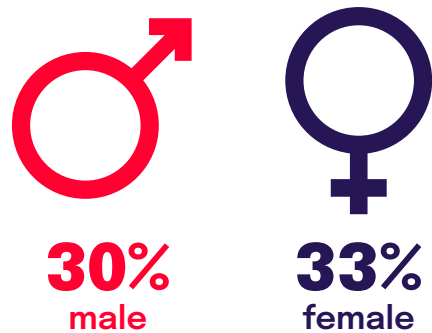
Our 2023 results...

Our workforce is_

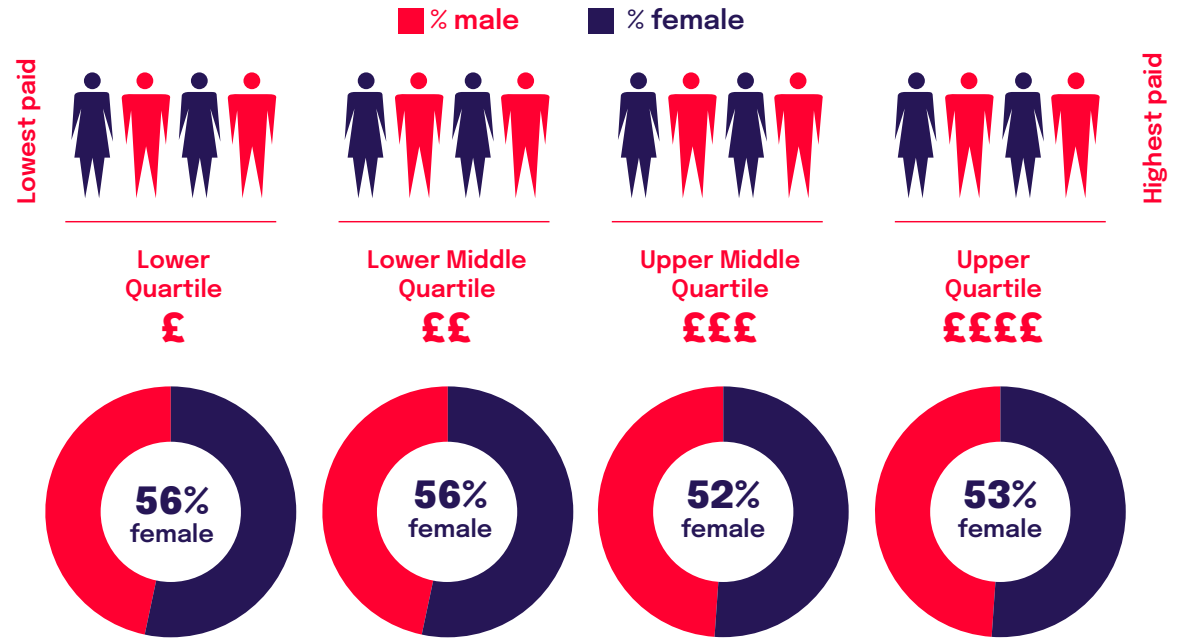


	Mean (Average)	Median (Average)
Gender pay gap	15.1%	4.9%
Gender bonus gap	61.7%	16.6%

% of gender receiving bonus_



Haymarket's UK workforce is 623



Definition:

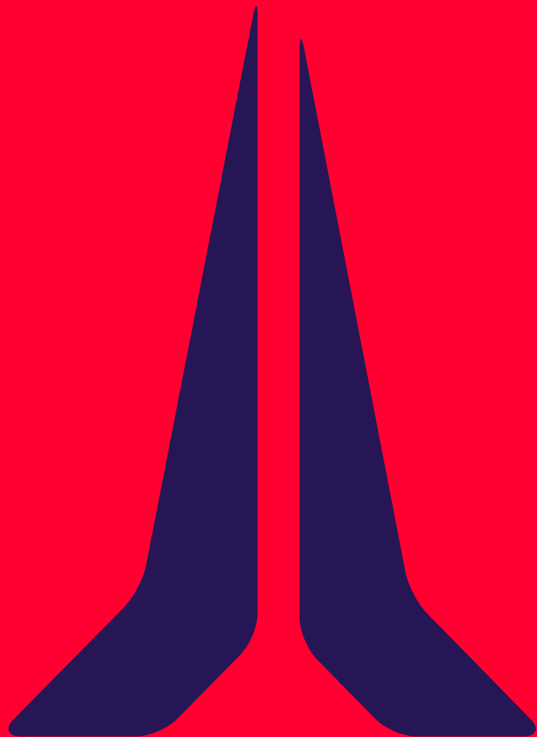
Pay_ Salary, bonuses and allowances received in April 2023 salary, less pension salary sacrifice, pro-rated for contracted hours

Bonus_ Payments in twelve months to 5 April 2023 defined as bonus & commission

Receiving bonuses_ Percentage of workers receiving bonus or commission in year, as a total of each gender

Quartile_ Employees ranked by hourly rate (lowest to highest), split into four groups

What do our results mean?_



Gender pay is different to equal pay. Gender pay compares the aggregate average pay of all female employees versus all male employees, working at Haymarket in the UK. Equal pay considers the individual remuneration of a woman as compared with a man performing a similar role of equal value. Haymarket has measures in place to ensure men and women performing broadly the same roles, enjoy the same level of remuneration.

The most commonly reported gender pay statistic is the median pay gap which compares the difference in earnings between the midpoints in the ranges of hourly earnings of men and women.

From a gender pay perspective, in the 12 months ending April 2023, our UK gender pay gap means that on average, the total pay of our male UK workforce is higher than the total pay of our female UK workforce based on April 2023 earnings (in line with statutory methodology). Our mean gender pay gap continues to reduce and at a median level it is almost flat, with every £1 of male median earnings, the female median earnings are 95 pence.

From a gender bonus gap perspective, our mean and median averages are higher in favour of our male bonus-earners. This reflects the fact that at a Group Board level we have only 3 executives, whose remit extends across the entire global business, they are our Chairman, CEO and CFO. These jobs are held by men, who are targeted against our global performance and whose bonus incentives represent a far greater proportion of their overall remuneration package.

We remain committed to redressing our gender imbalance and our gender representation at a leadership level globally has improved dramatically over recent years. Of our 7 operating divisions 3 are led by women, and we have a female Deputy MD. Women make up one third of our global executive leadership team and our divisional boards.

Globally, 51% of our workforce are women and reassuringly in all territories, we have seen a significant uplift with 57% of joiners in the last financial year being women. We will continue to focus on improving outcomes, internally and externally, as we strive for global gender equality in alignment with the UN SDGs.

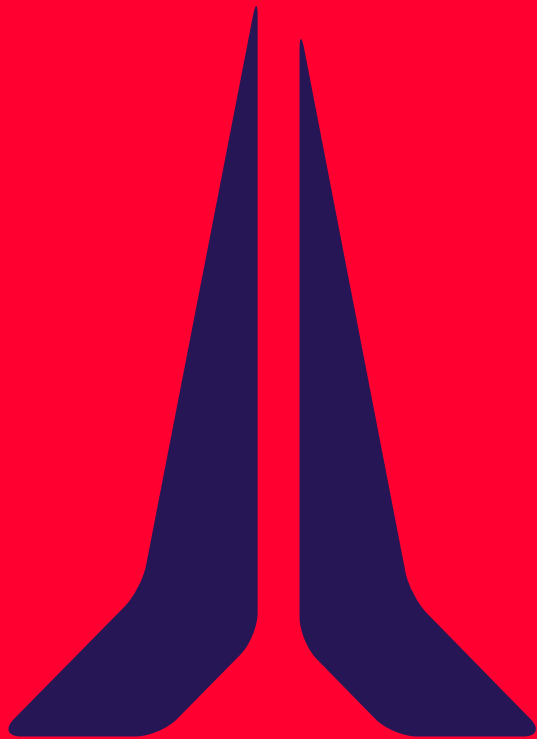
Haymarket Impact and Gender Equality_

At Haymarket we are very proud of our values-based, inclusive, gender-balanced culture. But we recognise if we are to achieve genuine **gender equality**, we need to do more.

Our **Haymarket Impact** strategy - launched in March 2023 - is focused on accelerating the pace of change against those UN SDGs where right now, we can make the most difference. Minimising our negative impact as a business and using our voice and our brands to positively influence our audiences, colleagues, clients and partners. The strategy is overseen by our Global Impact Board, led by our CEO and made up of gender-balanced colleagues from across our global business, as well as two external experts, **Laura Haynes, former Chair of the UN Women's National Committee UK**, and **David Ellis from sustainability consultancy, Maikai**, who we work closely with.



Work ongoing_



Globally we remain committed to attracting, retaining and advancing talent who reflect the communities we serve, whilst also using our remarkable content to influence a better future for all.

We continue to work closely with our Global Impact Board and our Gender Equality Steering Group in line with our commitment to the UN SDG 5: **Gender Equality**. When we launched Haymarket Impact we committed to extending our UK Gender Pay Gap work, and report internally our **aggregate global gender pay gap**. We will continue to calculate our gender pay gaps at a local level, across all our territories, on an annual basis.

Our Balance DEI Network continues to play an important role in helping us to continue to attract, develop and retain our female talent. The group has been influential in ensuring we have the right policies and processes in place that provide conditions for everyone to thrive here. We are proud of our extensive family-friendly policy offering. Our hybrid working approach, work from anywhere policy and flexible start and end times give everyone the tools to work smartly. We also provide a generous 30 day holiday entitlement after 5 years service, and financial support for a range of female-specific medical matters through our generous health cash plan.

Talent Development



Haymarket has a proud history of promoting from within, advertising all our vacancies internally (with salary information) and giving priority to current employees. Each of our five UK-based female board colleagues have all grown their careers with Haymarket.

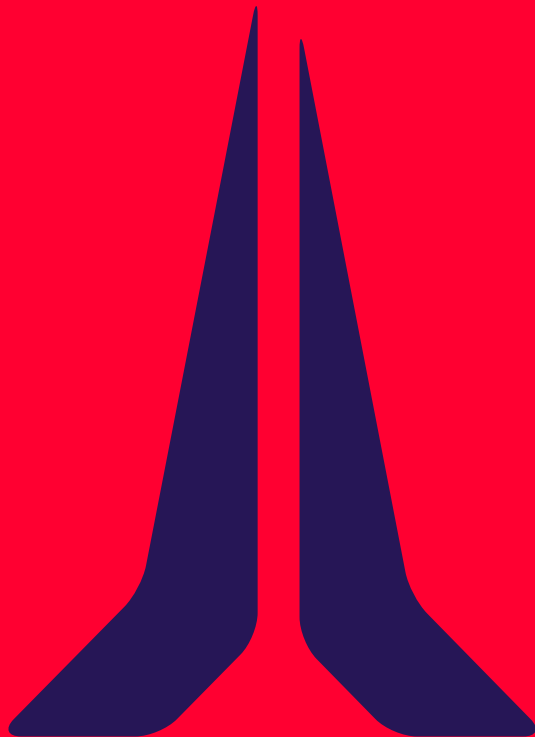
In recent years we have focused on developing an individualised approach to performance conversations, prioritising the discussion over the process. Our people are empowered to lead their own performance reviews and significant support has been given to ensuring they are valuable and impactful.

We continue to invest heavily in the learning and development of everyone at Haymarket. Every employee has now taken part in our in-house mandatory **DEI at Haymarket** training, we continue to roll out **sexual harassment training** and have introduced an **Events Code of Conduct**, setting out our zero tolerance approach to sexual harassment and what to do in the event of it happening - this is shared with all delegates attending our events.

We constantly review our development offerings to make sure we are actively helping diverse talent overcome barriers, providing them with the tools to manage their careers focusing on upskilling, resilience and providing access to relevant internal coaches and mentors. We provide all employees with access to our comprehensive learning management platform, My Knowledge, which includes unlimited access to LinkedIn Learning.

Each year we run a coaching programme in partnership with Circl and Richmond upon Thames College, aimed at encouraging future leaders from underrepresented groups. The programme matches Haymarket employees with young people and together they develop and practise key coaching skills including active listening, observation and communication, culminating in receiving a formal coaching accreditation recognised by the Association of Coaching. Of the cohorts so far, over 60% have been women.

Talent Attraction_



Turnover, particularly at the most senior level, is very low. Where vacancies are being created we work hard to increase female appointments, particularly in those areas such as Automotive and Technology, which continue to be male-dominated.

As a long-standing signatory of the Tech Talent Charter, our UK Technology team work particularly hard to improve gender diversity within our tech teams and the UK tech leadership team is now gender-balanced and 27% female overall. Increasing this number remains a top priority.

Reducing bias from our recruitment and selection process is also a key focus, an example being the use of software on all our job adverts to ensure they are inclusive and attract applicants of any gender. This includes blind CV parsing at the shortlisting stage of the selection process.

Off the back of research showing the importance of salary transparency in addressing gender pay inequality, in 2021 we took the bold decision to advertise salaries on all our vacancies, internally and externally. We also have standardised interview questions and use targeted content and social media marketing, to help us attract and appoint diverse talent.

As a result of our efforts, we have seen a significant increase in female representation in our upper pay quartile, at 53% in April 2023, up 13% on the previous year. In the year ending April 2023, 58% of new joiners were female.

Our apprenticeship and entry-level cohort programmes continue to re-energise our business and provide the opportunity for us to bring in the diverse talent who will drive the future of our business.

In the next year we will continue to build on our gender equality strategy and we are confident that through Impact we can improve gender equality outcomes within Haymarket and the communities we serve.

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