

THE GENDER PAY GAP

HOW WE MEASURE UP

This year, for the first time, companies with more than 250 employees must report on their gender pay gap. This is the difference in average hourly earnings between all men and all women working for an organisation regardless of their roles. It is different from equal pay which looks at men and women in the same or similar roles.

TI Media

14%*

UK Average

18%*

At 14%, TI Media's median pay gap is less than the UK national average of 18%, but we want to improve and are already taking steps April 2017*

HOW WE'RE TACKLING THE GENDER PAY GAP

We believe in the right person for the right role and are proud to have **female representation** right up to executive level.

▶ To **promote diversity**, we already encourage modern working. Agile working is increasingly popular within

the company and supports work/life balance. It is also company policy to consider all applications for **flexible working**.

▶ At TI Media, we have an average role tenure that is above the national average so change will be gradual.

▶ However, preliminary data for January 2018 shows an **improvement in our gender pay gap** and the gender ratios across pay quartiles.

We are committed to long-term change and aim to do this by:

Reviewing where we advertise in order to encourage a **diversity of applicants**

Developing career pathways and **supporting development**

Reviewing the way we position ourselves to the external market, and **emphasising commitment** to supporting an inclusive workplace

Advertising all vacancies to internal applicants, providing **clear feedback** to drive transparency

Reviewing flexible working and **job sharing** policies with a view to making roles more accessible

Training hiring managers to be aware of **unconscious judgements** and their impact on decision making

Extending our management development programmes to **nurture** emerging and established talent

TI MEDIA'S GENDER PAY GAP FOR APRIL 2017

TI Media's median gender pay gap for April 2017 is...

14%

Workforce structure has an influence on the gender pay gap. At TI Media, in a similar way to many organisations, we have more men than women in our highest-paying roles.

TI Media's median gender bonus gap for April 2017 is...

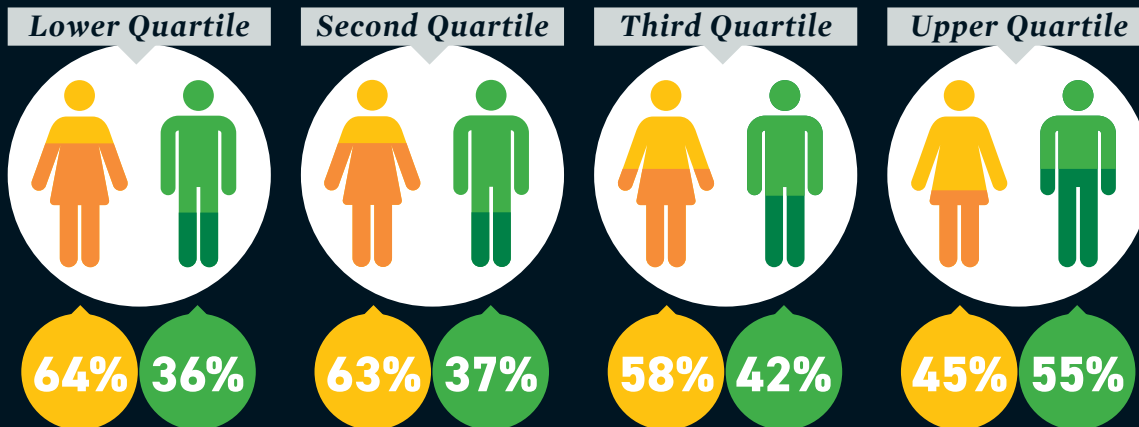
23%

In reporting the gender bonus gap, we can only include the pro-rated bonus for employees working part-time hours. When this is taken into account, **our gender bonus gap falls to 19%**. The structure of our workforce is an influence as there are more men than women in our upper pay quartile receiving a bonus.

The proportion by gender paid a bonus:



PROPORTION OF MALES AND FEMALES IN EACH PAY QUARTILE*



*The hourly pay rate of our employees has been ordered from lowest to highest and then divided into four equal-sized groups, to create pay quartiles. Then we have analysed the gender split in each quartile.

OUR OVERALL GENDER MAKE-UP

