



**TI Media Limited  
Written Statement of Compliance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.**

This statement accompanies the first Gender Pay Gap Report produced by TI Media Limited. TI Media is committed to encouraging equality and diversity among our workforce, and eliminating unlawful discrimination. We aim for our workforce to be truly representative of all sections of society and our customers, and for each employee to feel respected and able to give their best.

The Gender Pay Gap Report shows that TI Media has:

- A mean gender pay gap of 16.03%;
- A median gender pay gap of 13.79%;
- A mean bonus gender pay gap of 28.1%;
- A median bonus gender pay gap of 23.4%
- Proportion by gender paid a bonus: 37.15% of males and 32.51% of females..

The percentage males and females in each quartile are set out below:

Quartile pay band (lowest to highest paid)	% of quartile that is male	% of quartile that is female
Upper quartile	55	45
Upper middle quartile	42	58
Lower middle quartile	37	63
Lower quartile	36	64

**UNDERSTANDING OUR RESULTS**

The structure of our workforce is a big driver of the gender pay gap at TI Media. We have more men than women in our highest-paying roles – which is the reverse of the overall make-up of our organisation, which is 43% men and 57% women.

Primary influences on our gender bonus gap are bonus pro-ration for part-time working and that of the 72% of staff in our upper pay quartile receiving a bonus, there are more men than women.

In order to comply with the reporting obligations as closely and in as meaningful as way as possible, the following sources were used to gather the data with which we calculated the above figures:

- Our permanent workforce payroll for April 2017 which encompasses the reporting date 05 April 2017 for calculating the mean and median gender pay gap and percentage of males and females in each quartile,
- Our permanent workforce payroll periods May 2016 to April 2017, which encompasses the 12 months leading to the reporting date 05 April 2017 for calculating mean and median bonus pay.

It has not been reasonably practicable to gather data on:

- persons under contract personally to do work, as we do not have records of this data; and
- temporary workers. This is because their data is not fully recorded in software but on paper records and it is not currently fully possible to capture the data using our current, legacy software. In any future replacement of our legacy system we will seek to fully capture our temporary worker data in order to use for this reporting in the future.

For the purposes of this report, and therefore the above figures do not reflect these workers.

The above figures were then calculated using the mechanism set out in the legislation.

### **ACTION POINTS**

We want opportunity to be open to everyone at TI Media. To promote diversity, we encourage modern working and it's policy to consider all applications for flexible working. In future, we'll be:

- Reviewing where we advertise to encourage a diversity of applicants
- Reviewing the way we position ourselves to the external market, and emphasising our commitment to supporting an inclusive workplace
- Advertising all vacancies to internal applicants and providing clear feedback to drive transparency
- Training hiring managers to be aware of subconscious judgements and their impact on decision making
- Reviewing flexible working and job sharing policies with a view to making roles more accessible
- Developing career pathways and supporting development
- Extending our management development to nurture emerging and established talent

### **DECLARATION**

**I hereby confirm that the information contained in this report is accurate.**

**Signed**



**Date** 08/06/18.

**Marcus Rich  
Chief Executive  
TI Media Limited**

(This declaration was originally signed on 27 March 2018 under our previous company name Time Inc. (UK) Ltd. The statement has been updated to reflect our new company name.)