



Gender Pay Gap Report 2023

Introduction

At Our Media we care about creating an environment where everyone can bring their true selves to work, and how this creates a diverse and dynamic culture for people to contribute, grow and add value. As we step in to 2024 as a fully independent business we can see that our gender pay gap remains fairly consistent, although we are able to identify some areas that we can further address and improve on.

For 2023 our median pay gap is 5.35%, which roughly equates to £1 an hour, and has increased slightly since last year. Our mean pay gap is 12.5% or £2.75 an hour, and this has decreased since last year.

While Our Media continues to employ more women than men at all levels of the business we have started to see a shift in the gender split when we look at the data across pay quartiles. The gender split in our upper quartile tends to be more equal and we can see this year some progress in the balance of male and female employees in the lower quartile. This is important as creating more parity in this area will help us to reduce our gender pay gap.

Looking at our bonus gap, our mean is 40.83% and our median is 24.47%. It's tricky for us to compare this to last year as there was a companywide bonus payment made in December 2021, but our median gap is much more in line with our gap in 2021. We can see our bonus gap is predominantly influenced by our commission structure at a senior level. Recently, we have made some changes to the shape of our senior commercial structure, and have reviewed our commission scheme which we hope will have a

positive impact on our next set of results.

We're continuing to take other steps to address our gender pay gap, and our general approach to pay transparency as we feel these are linked. We continue to advertise salaries on our job adverts and last year we shared our Pay Brand Guidance which gives all our people clarity on the steps that we take when reviewing salaries, either due to promotions or when we're advertising a new role.

We also further raised our base salary level in 2023 and gave our lower paid roles a higher proportion of our annual pay review.

Last summer we signed the motherboard charter, partnering with a local organisation who focus on driving positive change for women in the workplace, in particular mums working in the tech industry. Our commitment is to open up more part time roles across all levels, creating more flexibility and opportunity. For any role we recruit we look to understand whether this role can be done on a part time basis, and across all of our roles we let applicants know that we are open to discussing flexible working requests in addition to our flexi time and hybrid working policies.

We know we still have work to do here, and we're continuing to reflect on ways we can reduce our gender pay gap and we'll continue to share updates and our progress with you.

Andy Marshall
CEO, Our Media

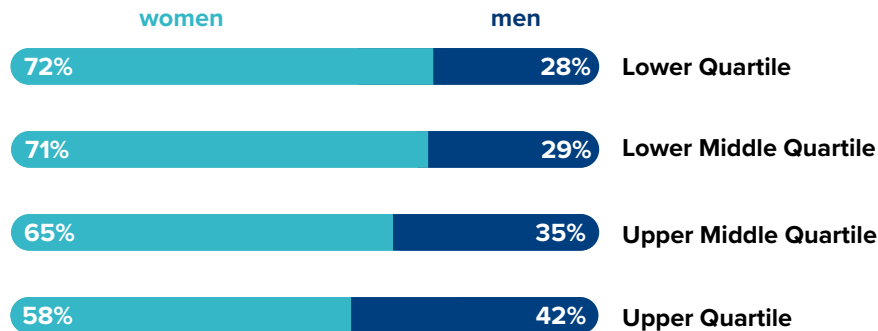


The data

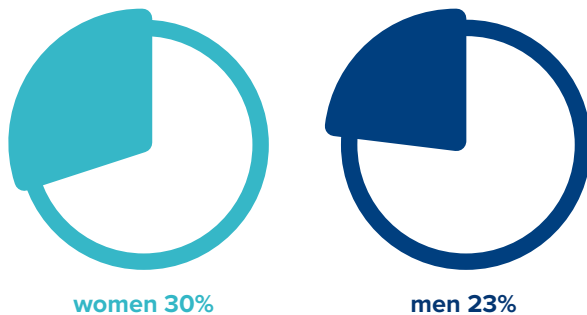
The infographics here show our key data points that have been submitted to the gov.uk site for our 2023 Gender Pay Gap.

To understand our gap we look at both the mean and median, so it might be helpful to recap on the differences between the two: the mean (average) is found by adding together all hourly rates in the business at the snapshot date (5 April 2023) and then dividing the total by the number of employees employed at that date. The median is the middle hourly rate when all the hourly rates are ordered from least to greatest.

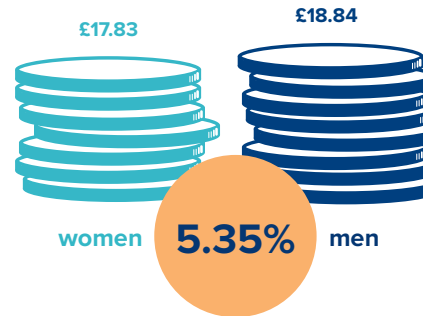
Percentage of men and women in each hourly pay quarter



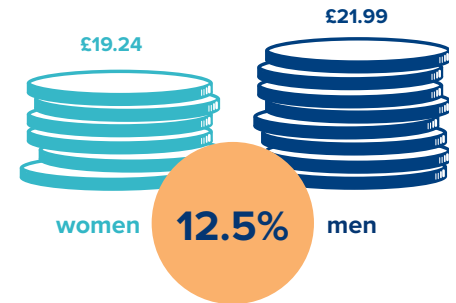
Percentage of men and women receiving bonus pay



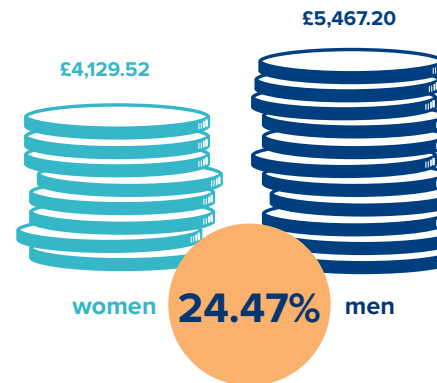
Median gender pay gap using hourly pay



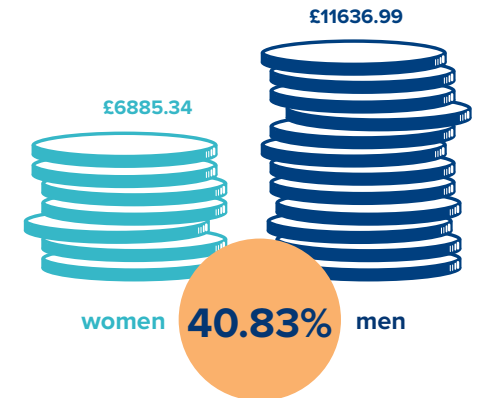
Mean (average) gender pay gap using hourly pay



Median gender pay gap using bonus pay



Mean (average) gender pay gap using bonus pay



Bonuses include a small number of schemes linked to commercial targets being met for senior leaders, editors and account managers, as well as commissions paid in our sales teams.