

Gender Pay Gap Information 2022

There is a requirement for all UK companies with over 250 employees to publicly report on their gender pay gap. The information in this report has been prepared in accordance with the Equality Act 2010 (Gender Pay Gap information) Regulations 2017.

Background

Centaur Media plc (“Centaur”) has prepared this report using data based on 257 employees who were employed through its wholly owned subsidiary Centaur Communications Limited (“CCL”) as at the snapshot date of 5th April 2022. This report covers all of Centaur’s employees in the UK.

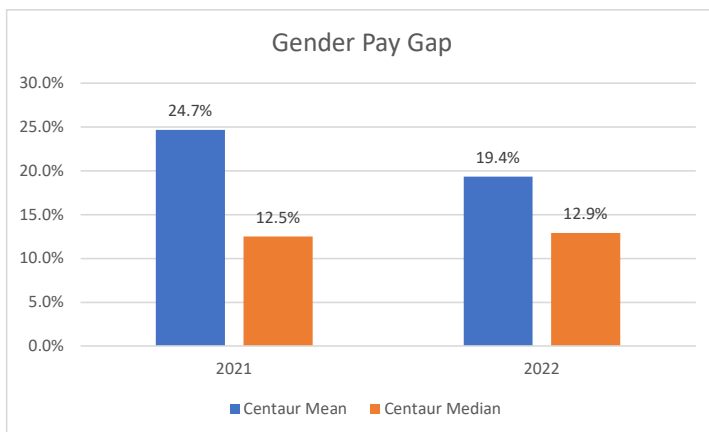
A gender pay gap exists as different jobs pay different salaries and the number of men and women doing those jobs varies. This should not be confused with equal pay which is the difference in pay rates between men and women undertaking similar roles.

- The Gender Pay Gap is based on hourly rates of pay as at 5th April 2022 for all full-pay relevant employees.
- The Bonus Pay Gap is based on bonuses (including commissions) paid in the 12 months prior to 5th April 2022 for all relevant employees.
- The mean average is the total sum of all payments divided by the total number of employees.
- The median average is the midpoint of the set of data.

You can search the official gender pay gap website here [Search for an employer's gender pay gap report - GOV.UK - GOV.UK \(gender-pay-gap.service.gov.uk\)](https://www.gov.uk/government/search-results/gender-pay-gap) for Centaur and other companies’ reported figures.

Mean and Median Pay Gap

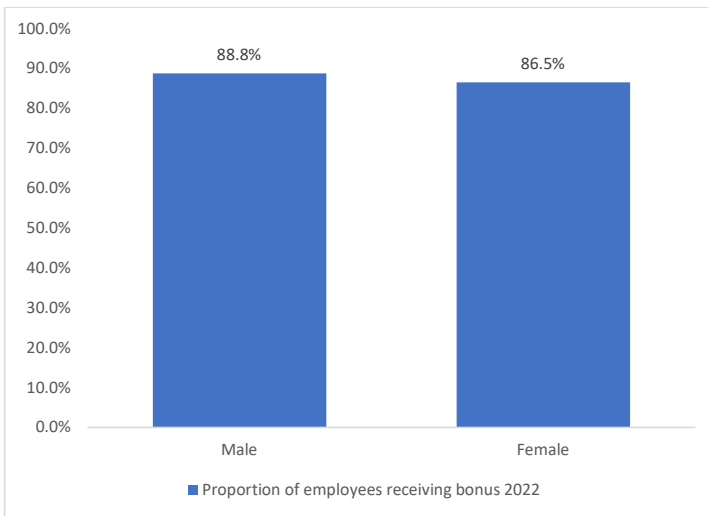
The chart below shows the mean and median pay gaps for all Centaur full-pay relevant employees at the snapshot date of 5th April 2022 based on their hourly rates of pay compared to the same data for 5th April 2021.



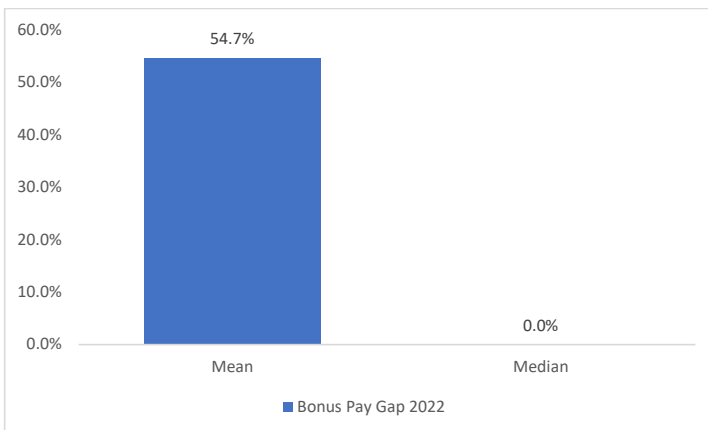
The data demonstrates a reduction of the mean average gender pay gap within the last 12 months.

Gender Bonus Gap

The chart below shows the proportion of all Centaur relevant employees at the snapshot date who received a bonus (including commission) in the 12-month period ending on the snapshot date.



The chart below shows the mean and median bonus pay gaps of all Centaur relevant employees at the snapshot date who received a bonus (including commission) in the 12-month period ended on the snapshot date.

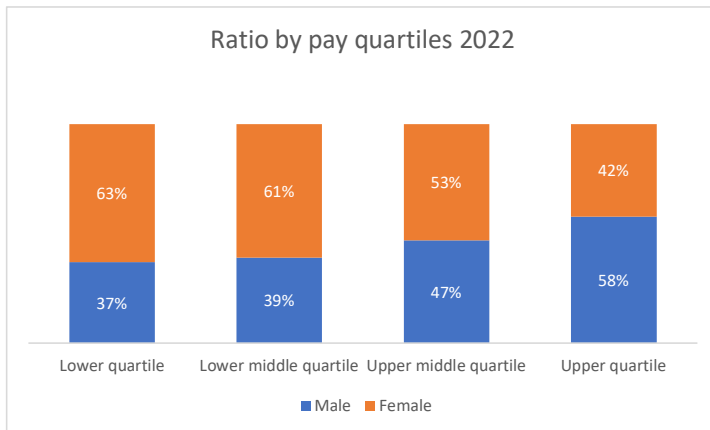


There are several factors contributing to both the pay and bonus gap as follows:

- The mean average pay gap of 19.4% (2021: 24.7%) has reduced, showing a continued progression in closing our gender pay gap in particular as a result of an increase in the number of female employees in the Upper Quartile from 32% in 2021 to 42% in 2022;
- There was a reduction of 13% in total staff numbers at the snapshot date compared to the previous year due to a number of vacancies (including employees on maternity) and a relative reduction in the number of lower paid roles;
- The median pay gap of 12.9% has increased slightly from the previous year (2021: 12.5%);
- All staff employed on 31 December 2021 were awarded a minimum bonus of £750 resulting in 87.5% of employees at the snapshot date receiving a bonus in the 12 months up to the snapshot date and a median bonus pay gap of 0%;
- The mean average bonus pay gap decreased to 55% (2021: 57.8%) - a total of 8 women took enhanced parental leave during the reporting period, which has an impact on bonus and commission payments.

Pay Quartiles

The chart below illustrates the number of men and women in each pay quartile.



Our male to female ratio remains well balanced with 55% (2021: 56%) of staff being female and we retain a strong representation of women at senior level. At the snapshot date, 33% of our Board members are female, the same as last year, and 40% of our Executive Committee are female, an increase from 20% last year. There was a small reduction of females from 33% to 32% of our Senior Leadership Team, although this has since increased following changes in the composition of the group.

Women are well represented in the upper quartile at 42% (2021: 32%) demonstrating a large upward change in female leaders across the business. This has been a result of internal promotions and external recruitment.

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Summary

We have seen our mean average gender pay gap decrease year on year because of our recruitment drives and internal promotions. However, there is still more to do. We continue to adopt a proactive approach to diversity through our recruitment strategy, policies and working practices and are constantly looking for ways to attract and retain the best people for the job regardless of their background, gender or ethnicity.

All London based staff continue to be paid above the London Living Wage and all staff were awarded a discretionary bonus in March 2022 to recognise their efforts and performance during 2021. Since the snapshot date and with rising inflation, we have focussed on supporting our employees within the lower pay quartiles during the cost-of-living crisis by providing a salary uplift in October 2022 to half of our employees who are lower paid. DICE (our Diversity, Inclusion, Culture, Engagement panel) continues to play a key role in developing our Diversity and Inclusivity agenda in addition to supporting our ESG programme and ensuring the Board receive regular feedback.

We also have several family friendly policies including enhanced maternity and paternity leave and flexible work options. Hybrid working is now in place for all staff since the return to the office following Covid and has worked very well with providing employees with more flexibility with the aim to support work/life balance. We have introduced 'Maternity Buddies' to support colleagues and are reviewing our 'Return to Work' induction to ensure that colleagues returning from parental leave are supported with the change in dynamics of balancing work and family life. We will continue to publish our data each year to provide an up-to-date view of our progress.