

Gender Pay Gap Information 2023

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 264 full-pay relevant employees (or 276 relevant employees) who were employed through its wholly owned subsidiary Centaur Communications Limited (“CCL”) as at the snapshot date of 5th April 2023. This report covers all of Centaur’s employees in the UK.

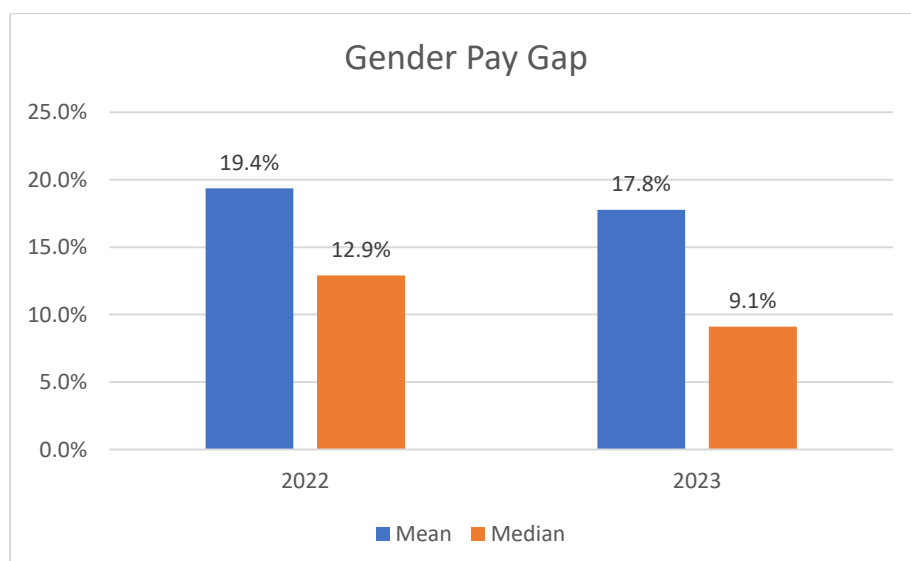
A gender pay gap exists as different jobs pay different salaries and the number of men and women doing those jobs varies. This should not be confused with equal pay which is the difference in pay rates between men and women undertaking similar roles.

- The Gender Pay Gap is based on hourly rates of pay as at 5th April 2023 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 2023 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 between men and women for all Centaur full-pay relevant employees at the snapshot date of 5th April 2023 based on their hourly rates of pay compared to the same data for 5th April 2022.

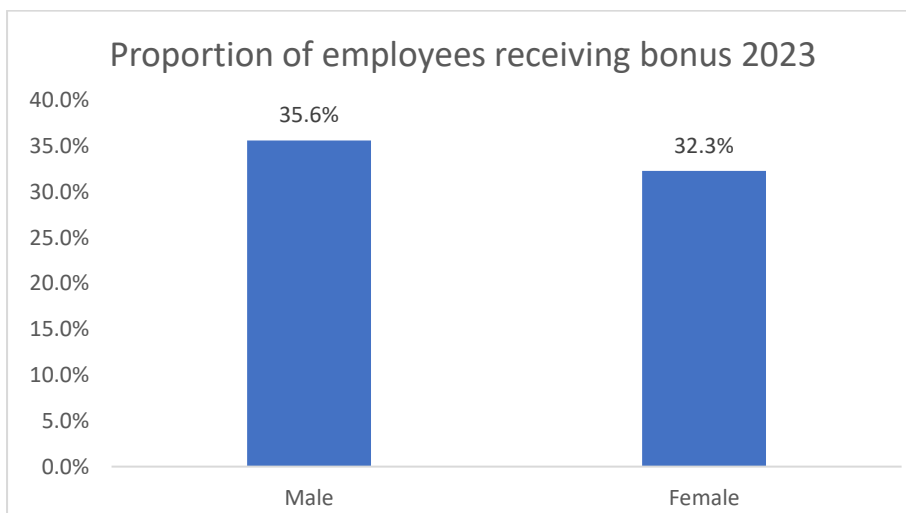


The data demonstrates a reduction of the mean average and median gender pay gap between men and women within the last 12 months. Despite a slight decrease in the number of female employees in the Upper Quartile from 42% in 2022 to 38% in 2023, there has been a continued progression in closing our gender pay gap in particular due to an increase of female employees in the Upper Middle Quartile from 53% in 2022 to 64% in 2023, resulting in:

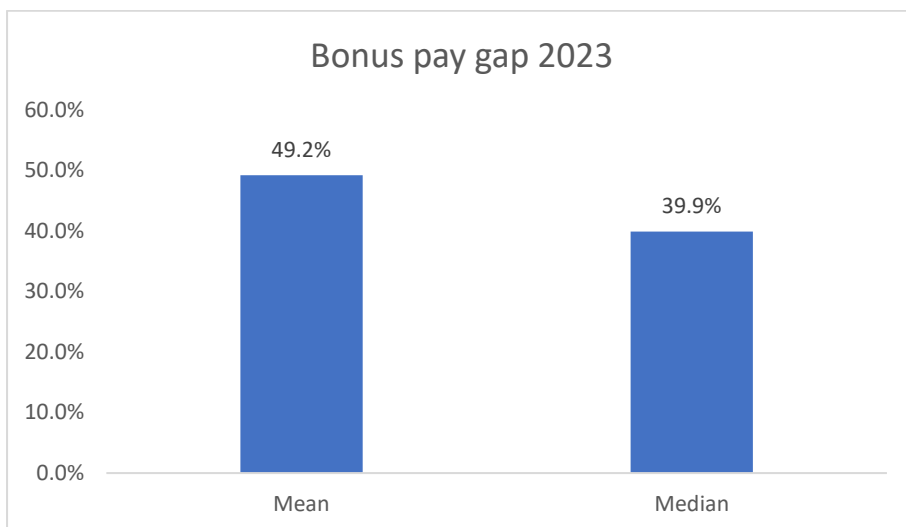
- A reduction in the mean average pay gap to 17.8% (2022: 19.4%); and
- A reduction in the median pay gap to 9.1% (2022: 12.9%)

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 between men and women for all Centaur relevant employees at the snapshot date based on the average bonus received for those employees who received a bonus (including commission) in the 12-month period ended on the snapshot date.

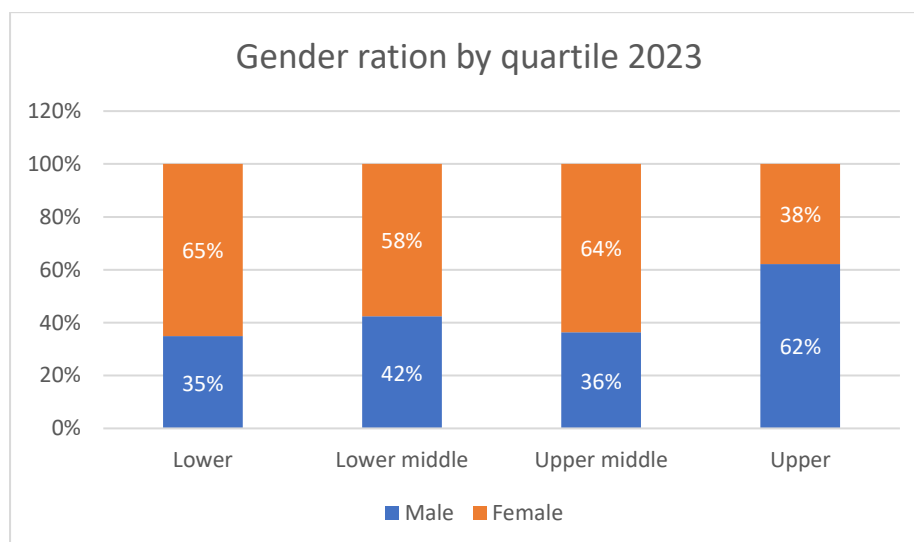


In summary:

- The mean average bonus pay gap between men and women decreased to 49.2% (2022: 54.7%). Two-thirds of new employees during the year eligible to earn bonus and/or commission were female.
- The median bonus pay gap between men and women of 39.9% (2022: 0%) has increased due to the previous year including a minimum bonus of £750 for all staff employed on 31 December 2021 resulting in a median bonus pay gap of 0%;

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 56% (2022: 55%) of staff being female and we retain a strong representation of women at senior level. At the snapshot date, 29% of our Board directors are female, which has decreased from last year (33%) due to an addition of a male director in May 2022. 33% of our Executive Committee are female, which has decreased from last year (40%) due to the addition of a male manager in November 2022. There was an increase of female representation from 32% to 35% of our Senior Leadership Team, although this has since increased to 50% following changes in the composition of the group.

Despite a slight decrease resulting from natural churn, female employees remain well represented in the upper quartile at 38% (2022: 42%).

Summary

We have seen our mean and median 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 pro-active 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. 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 remains in place for all staff, providing employees with more flexibility with the aim to support work/life balance. We 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.