

Gender Pay Gap Report 2022 – Mediahuis Ireland

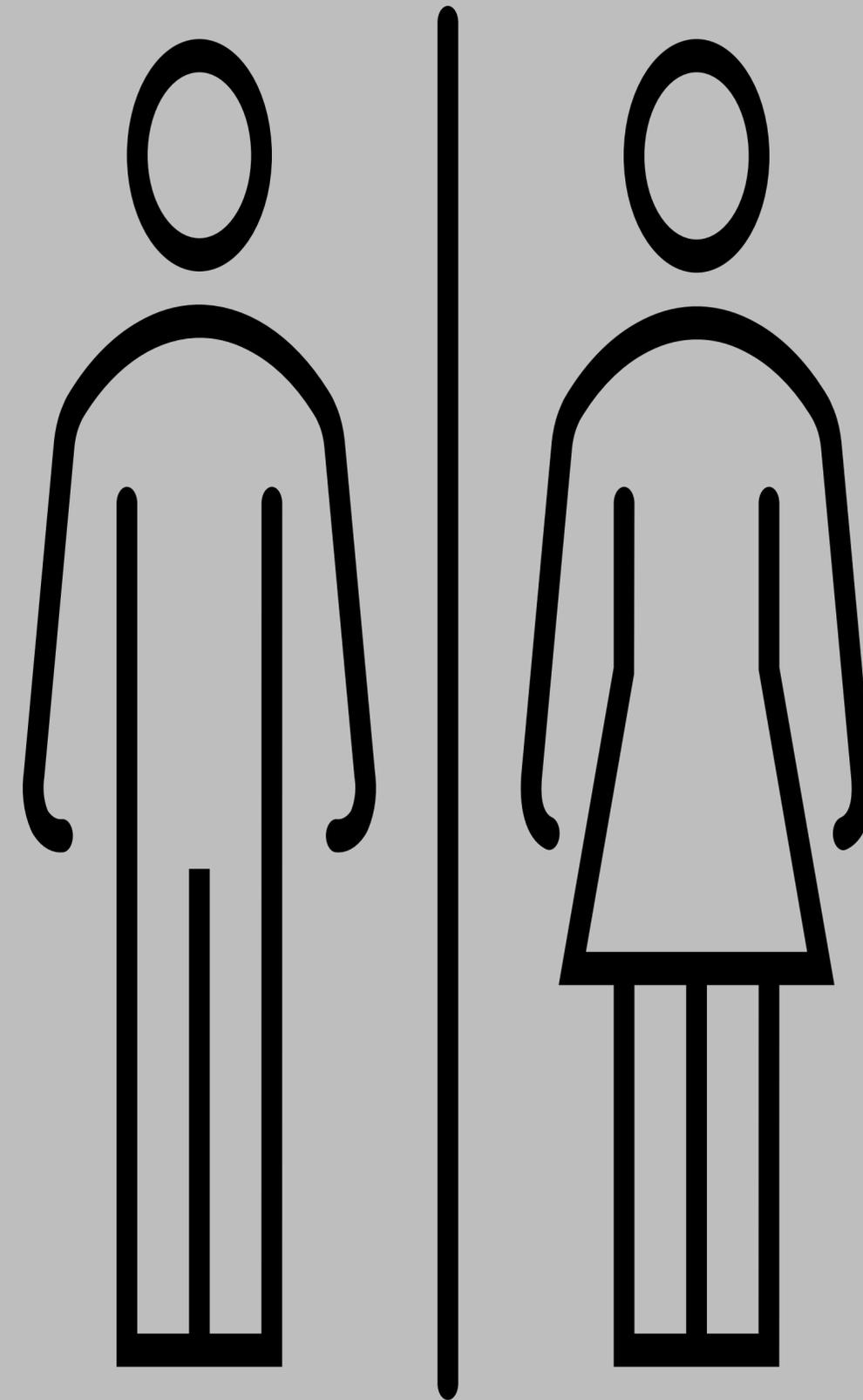


Executive Summary

In line with legislation, in 2022 we are reporting for the first time our gender pay analysis for Mediahuis Ireland.

Our key message can be summarised as follows:

1. We pay men and women equally for doing the same roles with the same skills and experience;
2. We have more men than women in our organisation and this is more pronounced in particularly Technology and Publishing roles;
3. We have more men than women in our most senior and therefore most highly paid positions and this is the key driver of our Gender Pay Gap;
4. We in Mediahuis Ireland and across the Mediahuis Group aspire to having a more gender balanced organisation by 2030 and we have agreed a series of specific actions to achieve this objective.



What is Gender Pay Gap

A gender pay gap is a measure of the difference between the average earnings of men and the average earnings of women (irrespective of their roles or seniority).

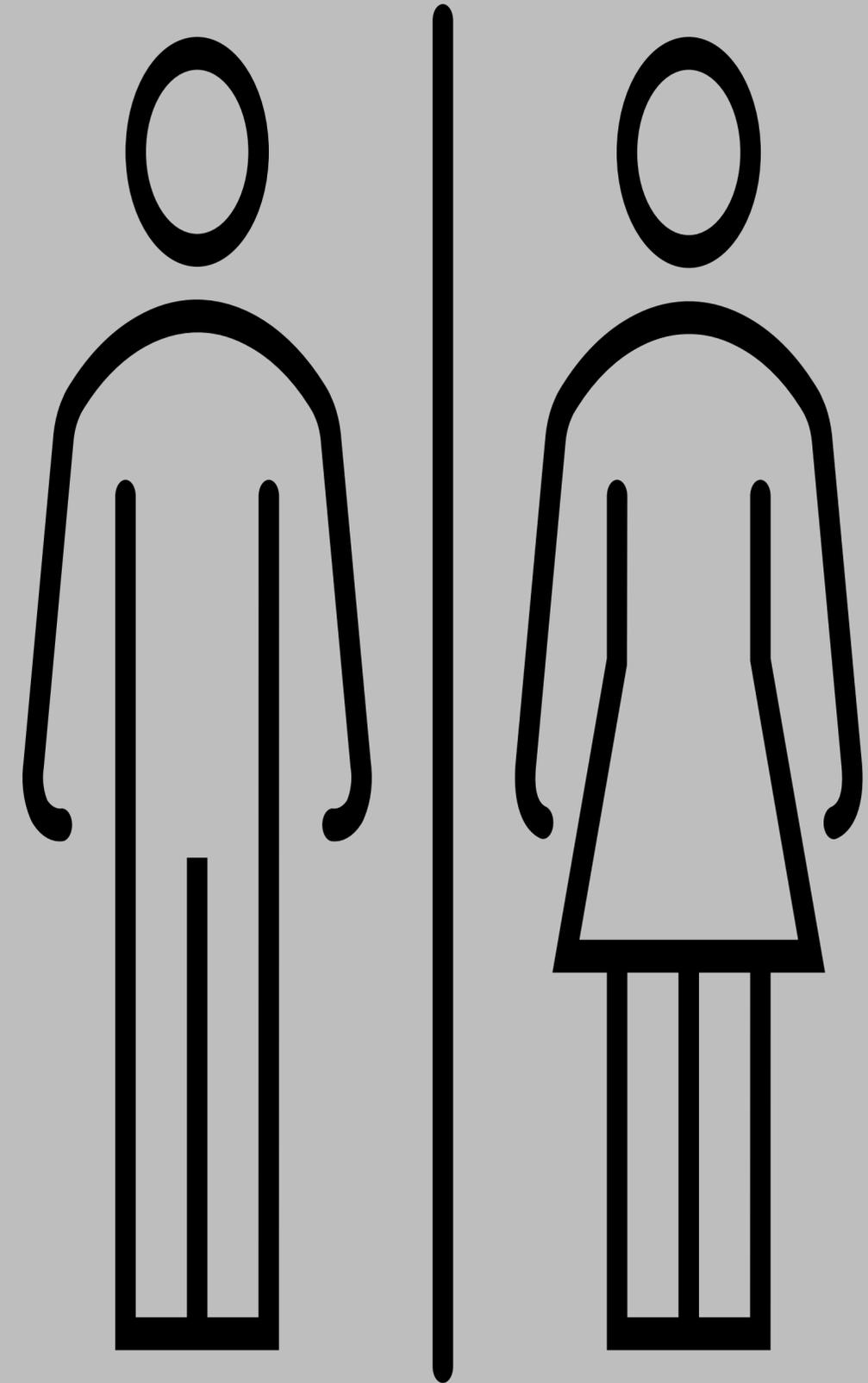
How is the gender pay gap calculated?

Mean

The average pay of all our male colleagues is compared to the average pay of all our female colleagues to calculate the mean (average) pay gap.

Median

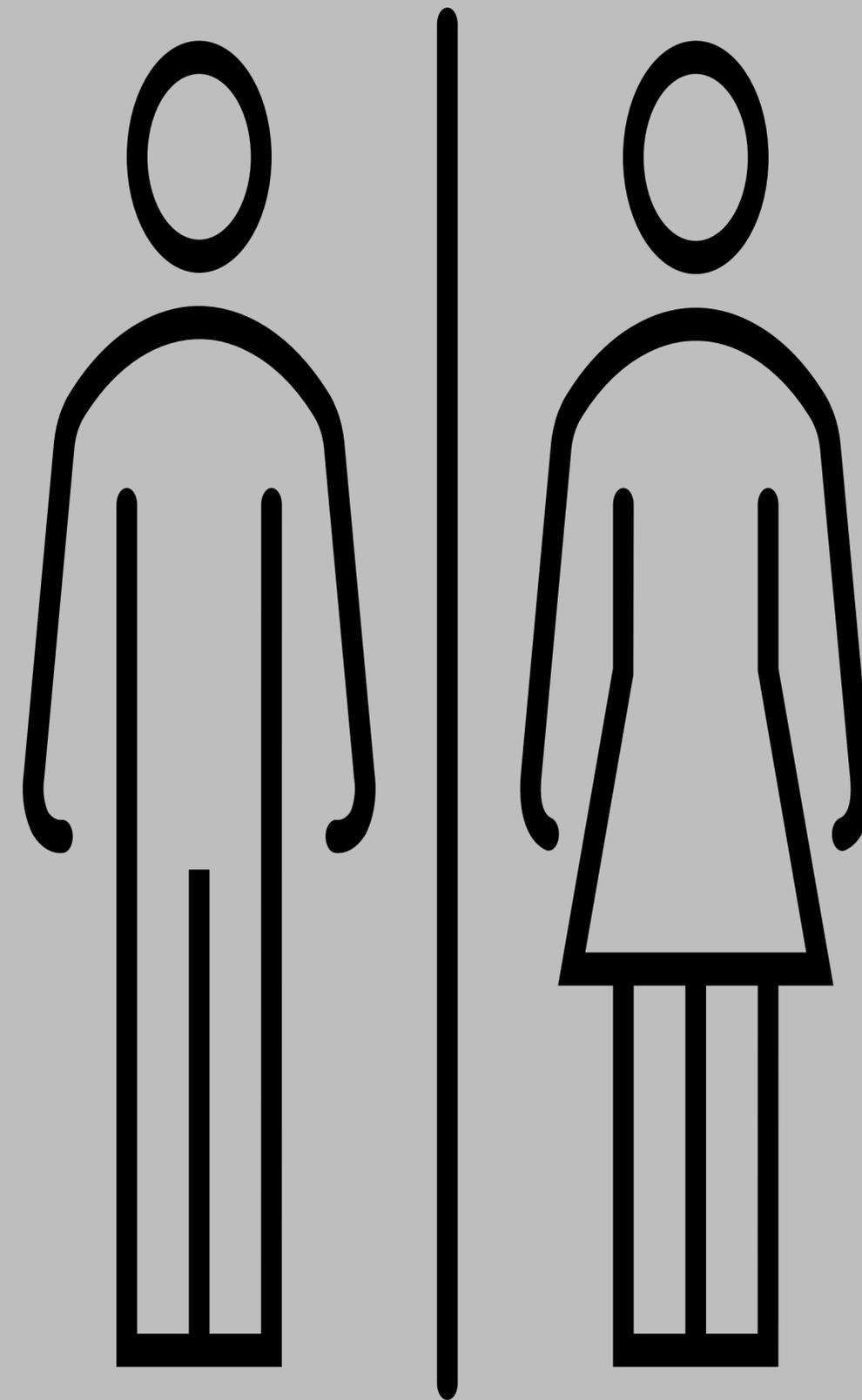
Taking our male and female colleagues from the lowest to the highest paid, the pay of the colleague in the middle is the Median. The median pay gap is the difference between the middle male colleague and middle female colleague.



Introduction

Transparency, fairness and equality are values that sit at the very heart of our business and while on average we pay our employees, both male and female, equally for doing the same role at the same level in the organisation, we do however, like many organisations, have more men than women in leadership, publishing and technology roles and this is the main driver of our current gender pay gap.

We recognise our obligation to be an employer that accurately reflects the society in which we publish our products so that we ensure our content is representative of the communities that we serve, and we are committed to building towards this goal and to addressing the legacy issues that have historically led to a male bias within the industry.

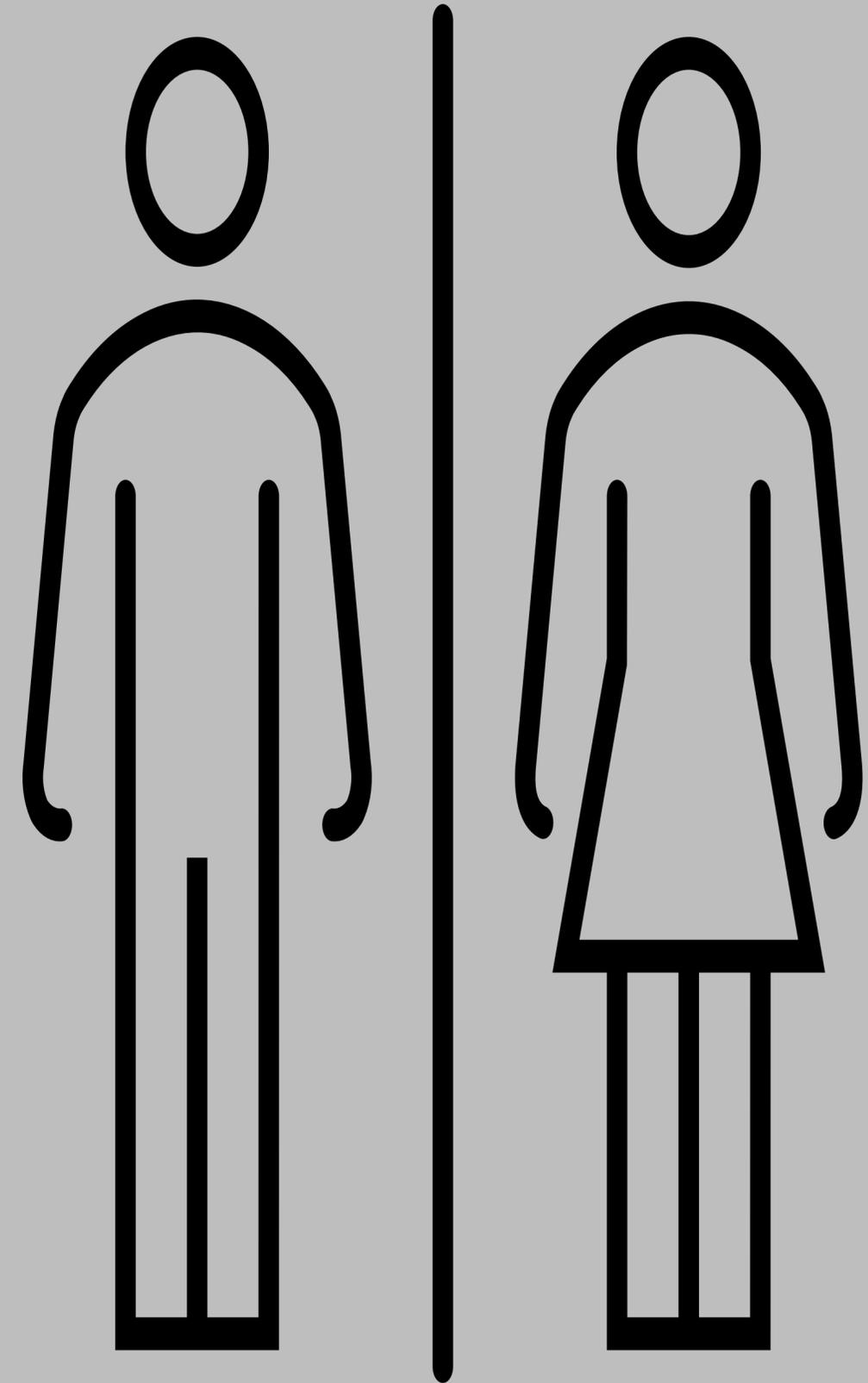


Introduction (cont'd)

Our Gender Pay Gap in June 2022 was a mean figure of 22.3% and a median figure of 24.4%.

We are at the very beginning of our journey in terms of quantifying this gap for the first time, and we recognise and acknowledge that it provides clear evidence of a significant imbalance within our organisation that needs to be addressed. Mediahuis Ireland is committed to being an inclusive employer and we are initiating a number of programmes aimed at improving gender representation right across the business. While we're seeing improvements, we know there is a lot more that we need to do.

Our Action Plan for 2023, detailed in this report, sets out our specific initiatives and programmes which demonstrate our commitment to investment in talent, diversity and inclusion across our workforce.



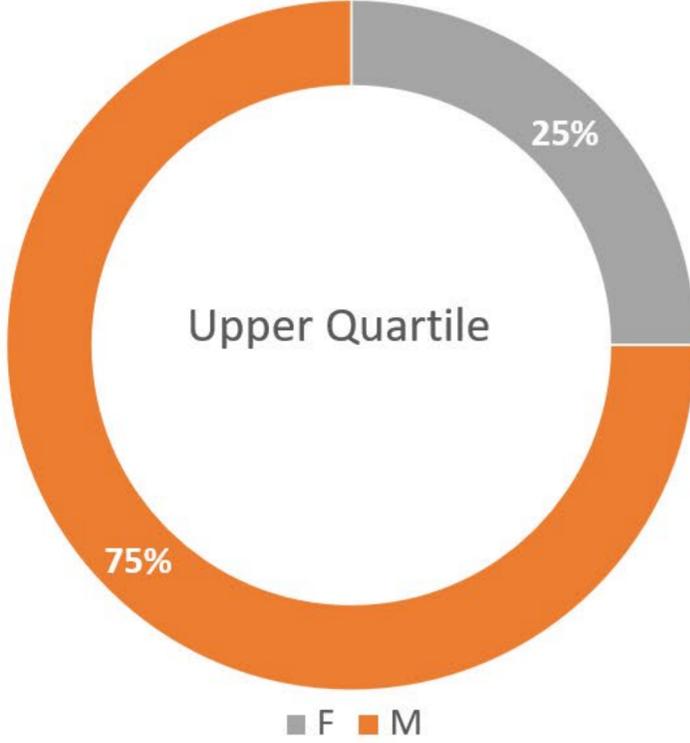
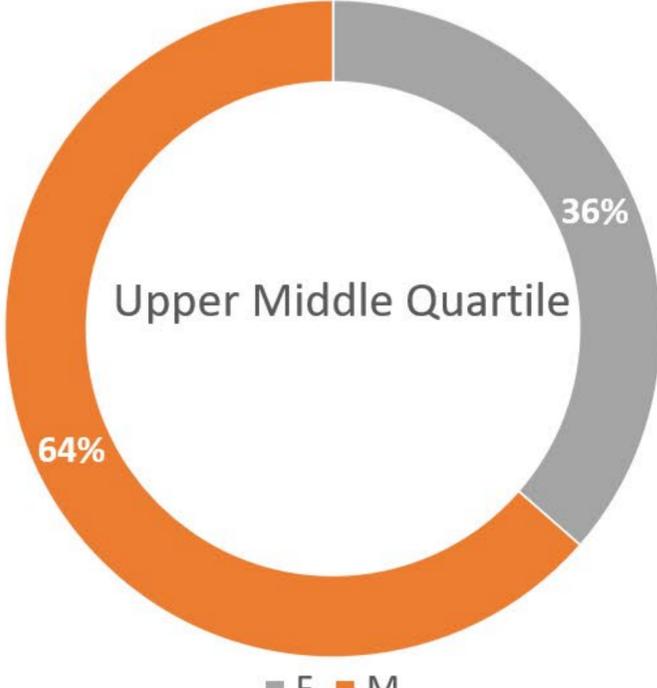
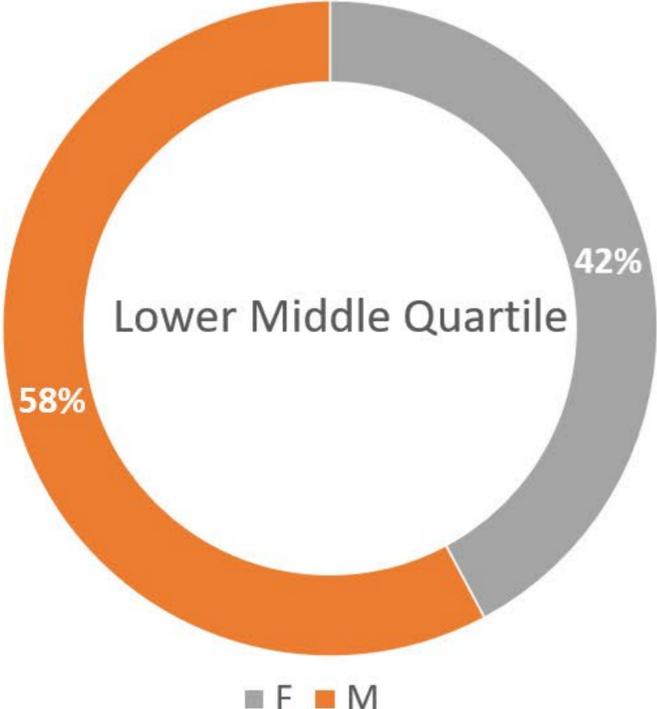
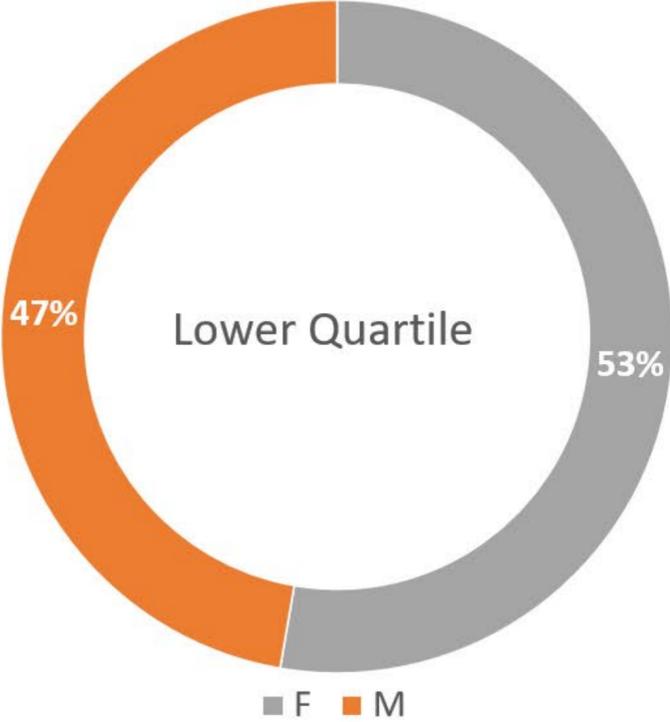
MHI Gender Representation, Distribution & Key Figures



Gender Pay Gap



Gender Pay Quartiles

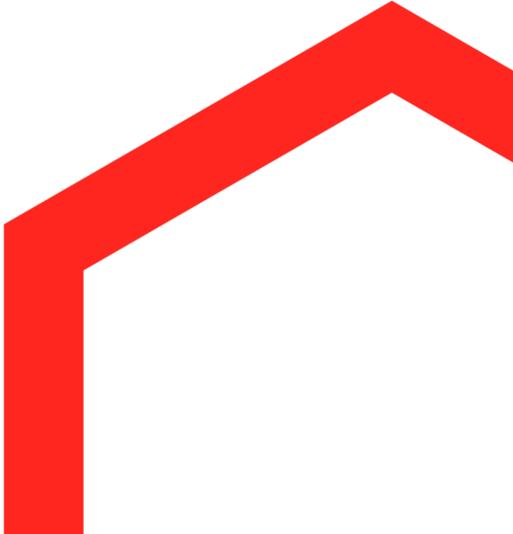


Core Concern

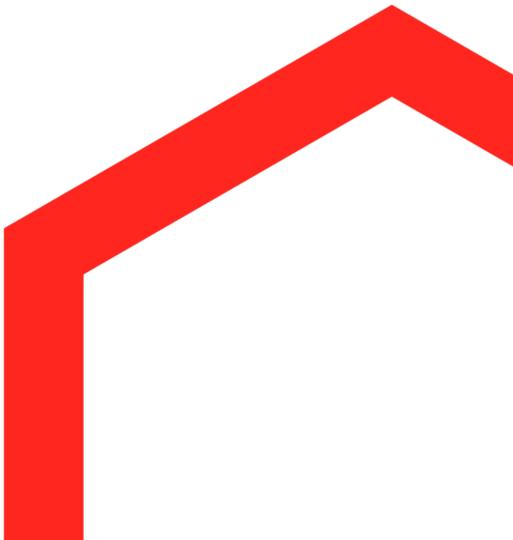
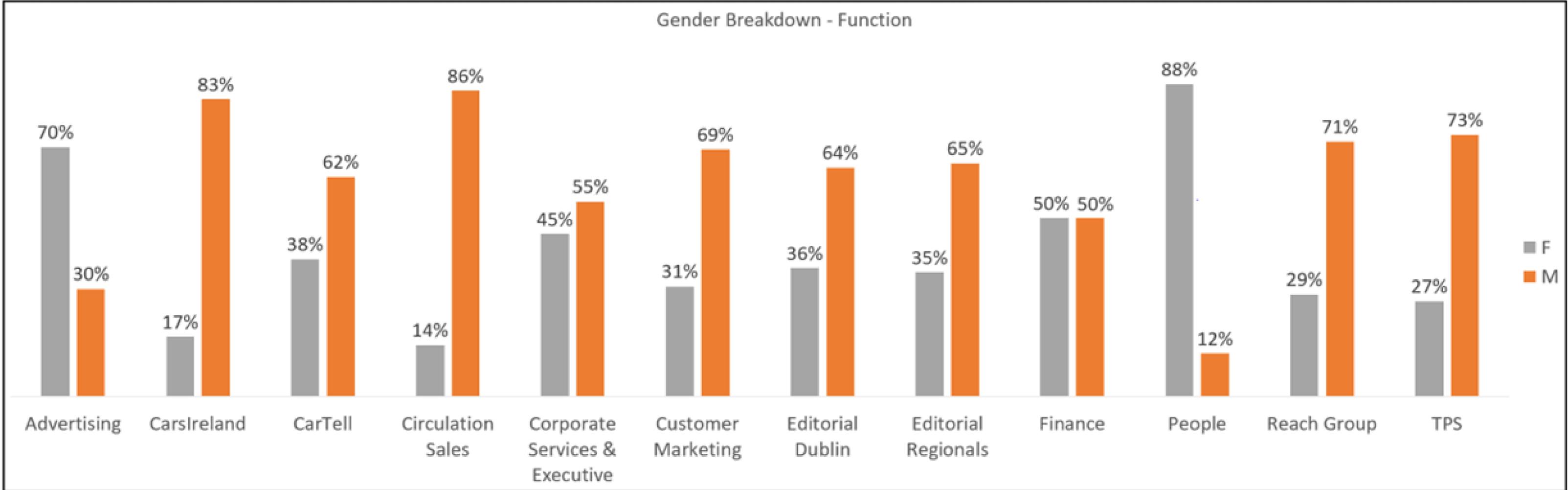
- While the number of females outnumber males in the lower entry level, administration and support roles, the level of female representation substantially reduces throughout the remaining pay tiers & managerial levels.

Our key focus

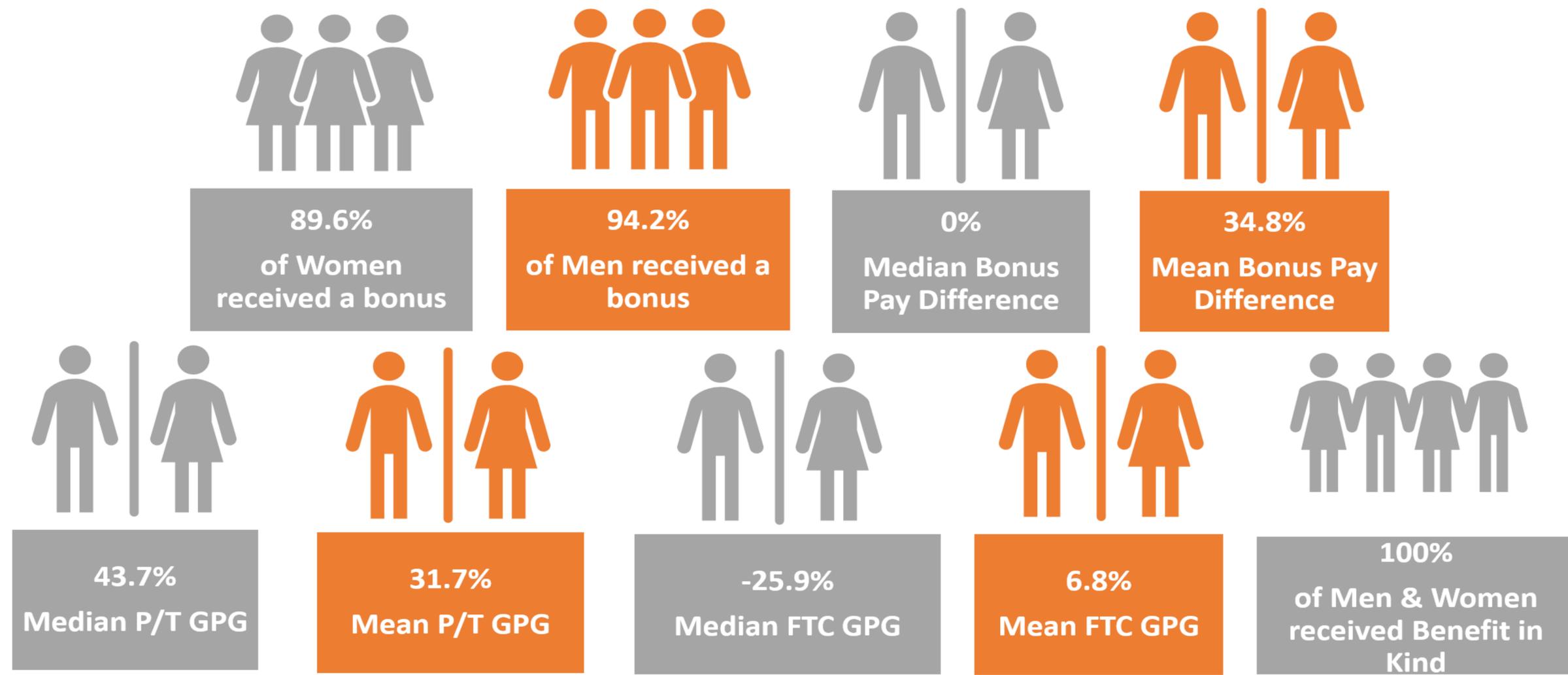
- Supporting female participation at all levels in the organisation to ensure that women's careers develop and advance including to senior positions.



Gender Representation & Distribution

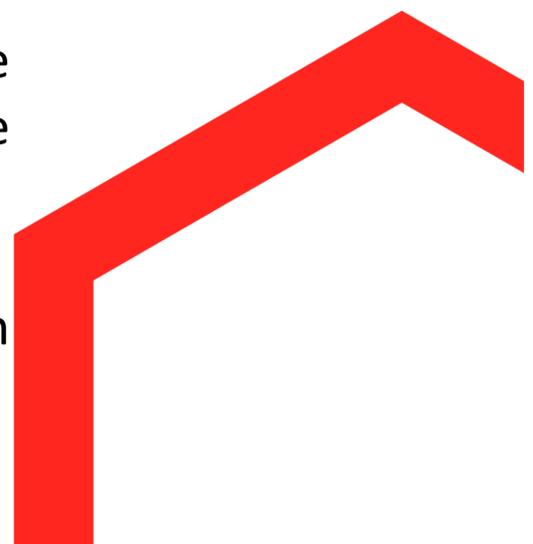


Gender Pay Gap Overview



Notes:

- Bonus includes access to the €500 gift vouchers issued to all staff in December 2021. No gap therefore exists at the median level, but the large mean gap is illustrative of the higher proportion of men at senior levels who participate in the company’s annual bonus incentive plan arrangements.
- The Part Time Gap (P/T GPG) reflects primarily Editorial employees where certain flexible 4-day arrangements exist.
- The negative Median Fixed Term Contract (FTC) gap arises due to the fact that employees within this classification are predominantly female.
- BIK includes access to the Company-wide EAP (Employee Assistance Programme) which is available to all employees.



Closing the Gap



Action Plan

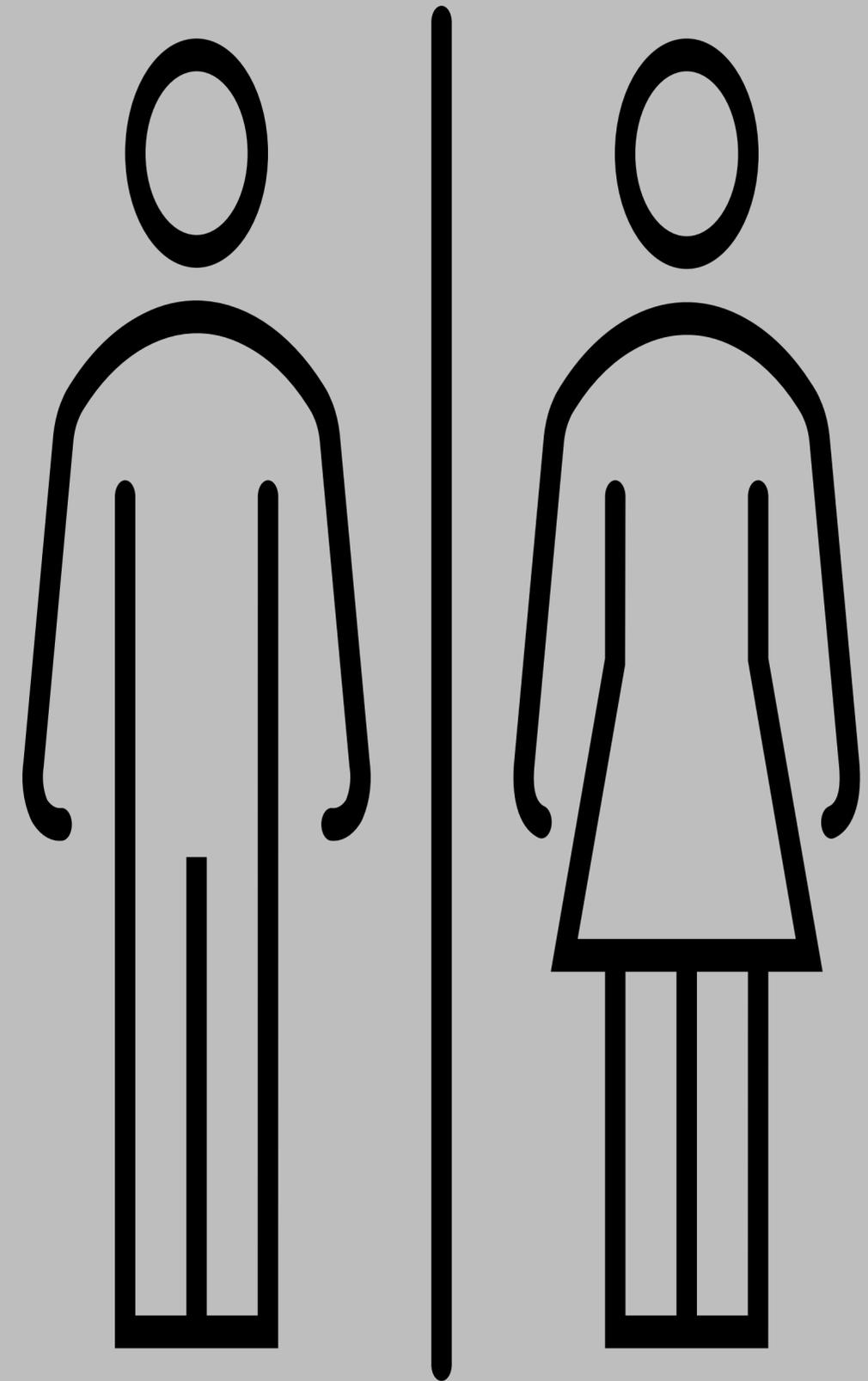
We have set out below our detailed Action Plan for 2023 comprising specific initiatives and programmes designed to assist in closing the gap.

1. Equal Opportunity

- We want to ensure access to opportunities is fair and transparent for all employees to reach their full potential. We are therefore strengthening succession planning, employee development and recruitment processes with gender balanced interview panels and gender balanced shortlists where possible for all open positions with immediate effect.

2. An Inclusive & Flexible Culture

- It is essential that we build an inclusive and flexible environment where colleagues can feel valued, motivated and welcome. We will achieve this through a range of initiatives - from mandating unconscious bias training for all, which will focus on how people see themselves and how others see them, to running straight-talking sessions to understand people's stories behind our engagement data.



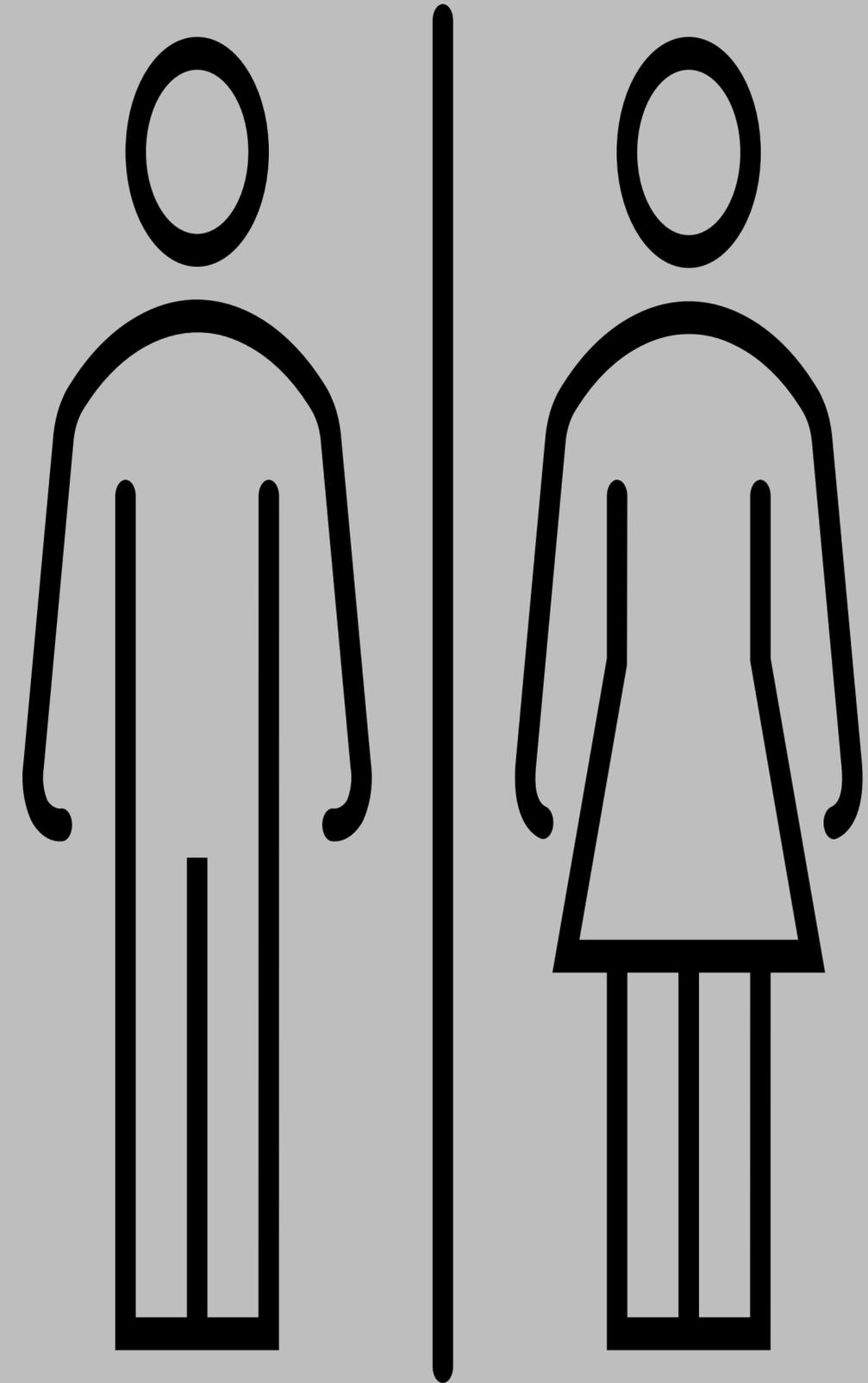
Action Plan (cont'd)

3. Action Group

- Engaging internally and bringing key stakeholders together – a Gender Equality Action Group will be established in early 2023 consisting of representatives from across the business to ensure consistency in our action plan and to keep the gender balance gap at the top of the organisation's agenda.
- This Action Group will be tasked with identifying the primary roadblocks that currently exist with regard to female progression in the organisation, whether these are societal, cultural or unique to the company, and will be encouraged to put forward specific targets and timelines which are both ambitious but also achievable.

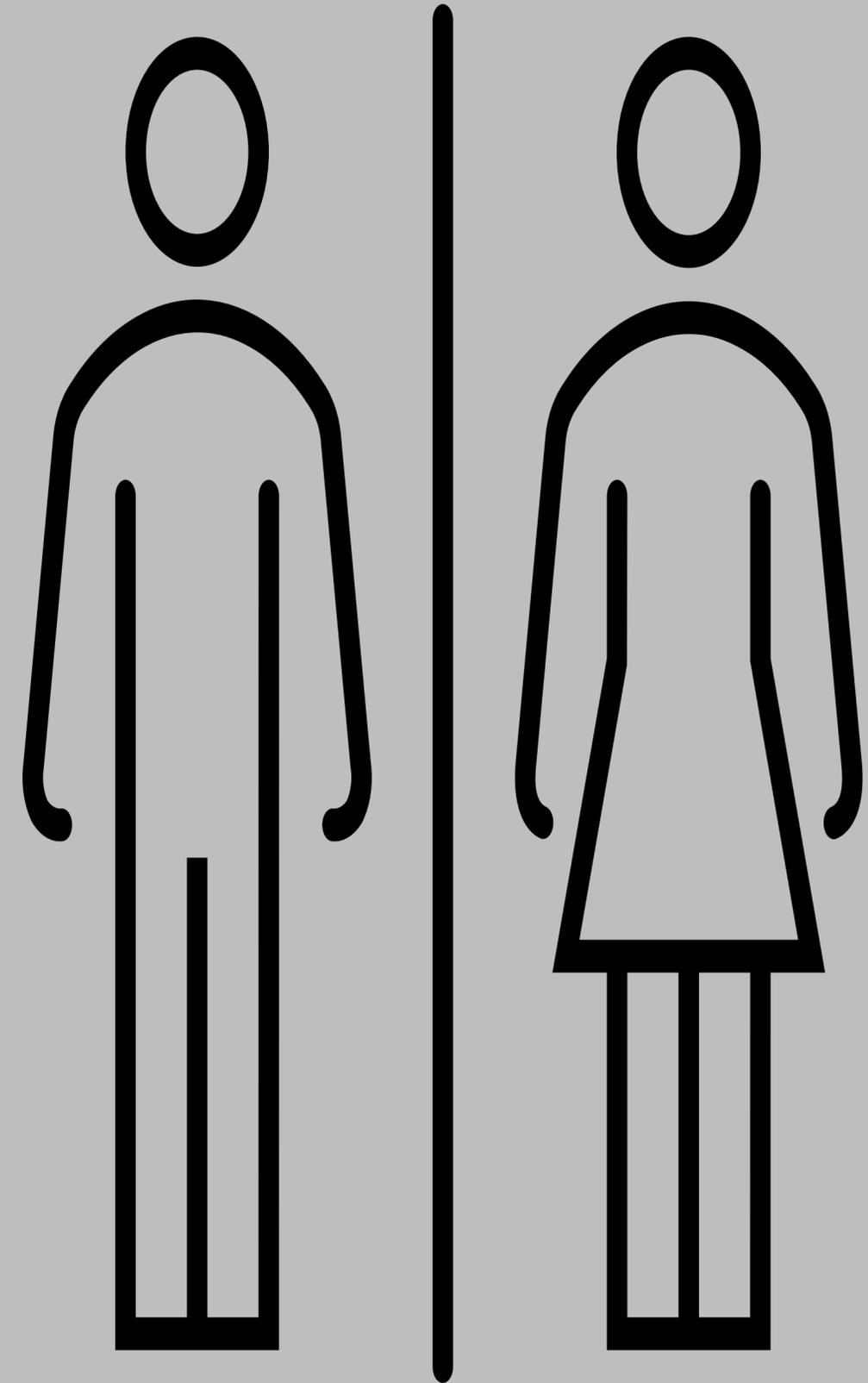
4. Female Focused Development Programmes

- We will launch 3 special programmes, targeted at the 3 main areas of the company in which lower percentages of gender balance appear, to substantially reduce the gap, which include Women in Leadership, Women in Publishing and Women in Tech.



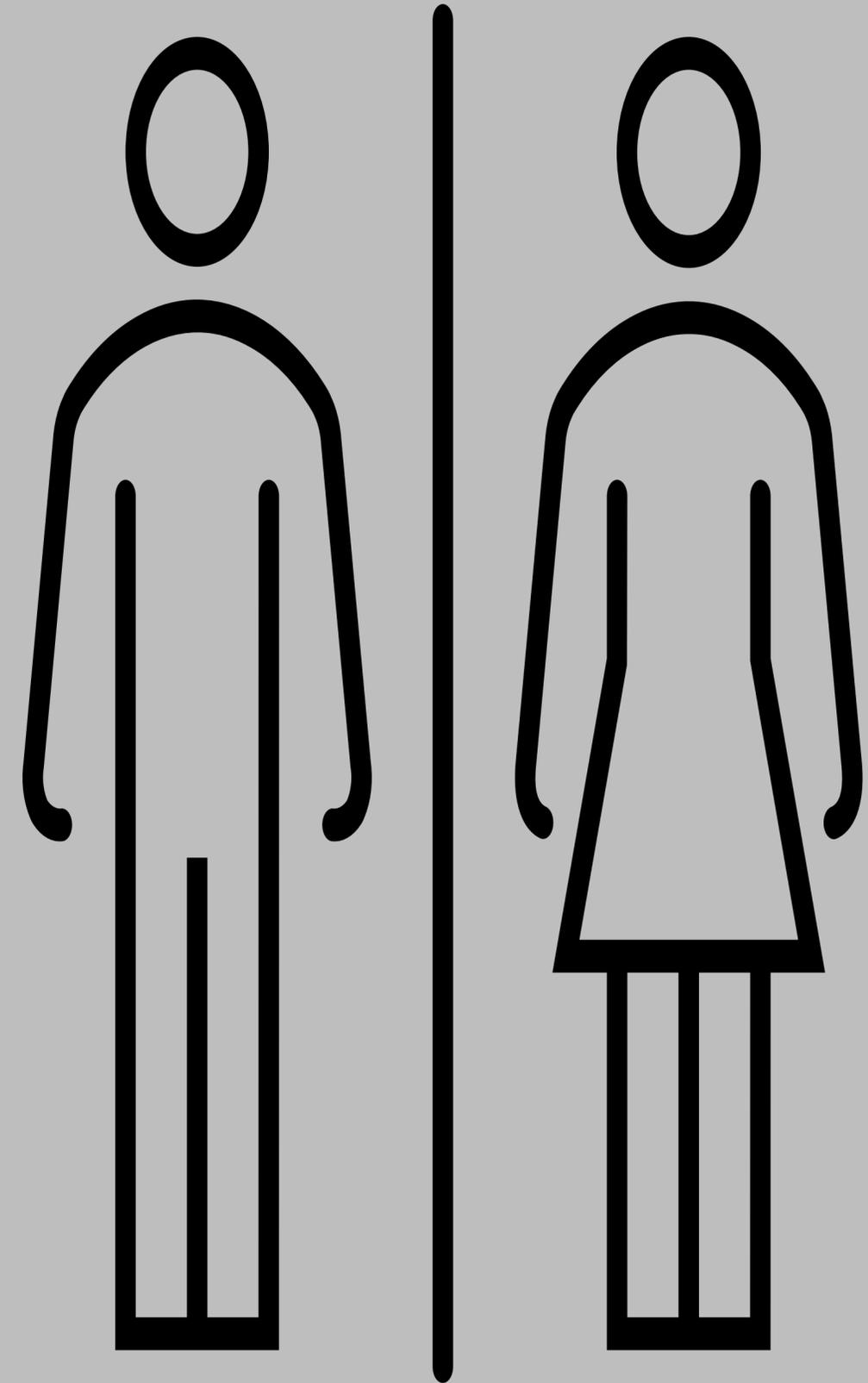
Women in Leadership

- 1.** Our 'Women in Leadership' programme will support our female workforce in relation to their career development in order to substantially increase the number of women in senior roles.
- 2.** We will guarantee gender balanced shortlists for all senior appointments where possible and will run gender balanced development programmes for our high potential performers, helping them go further, faster.
- 3.** We will continue to build our reputation as an employer of choice for women to attract excellent female talent while enabling our people to work flexibly.



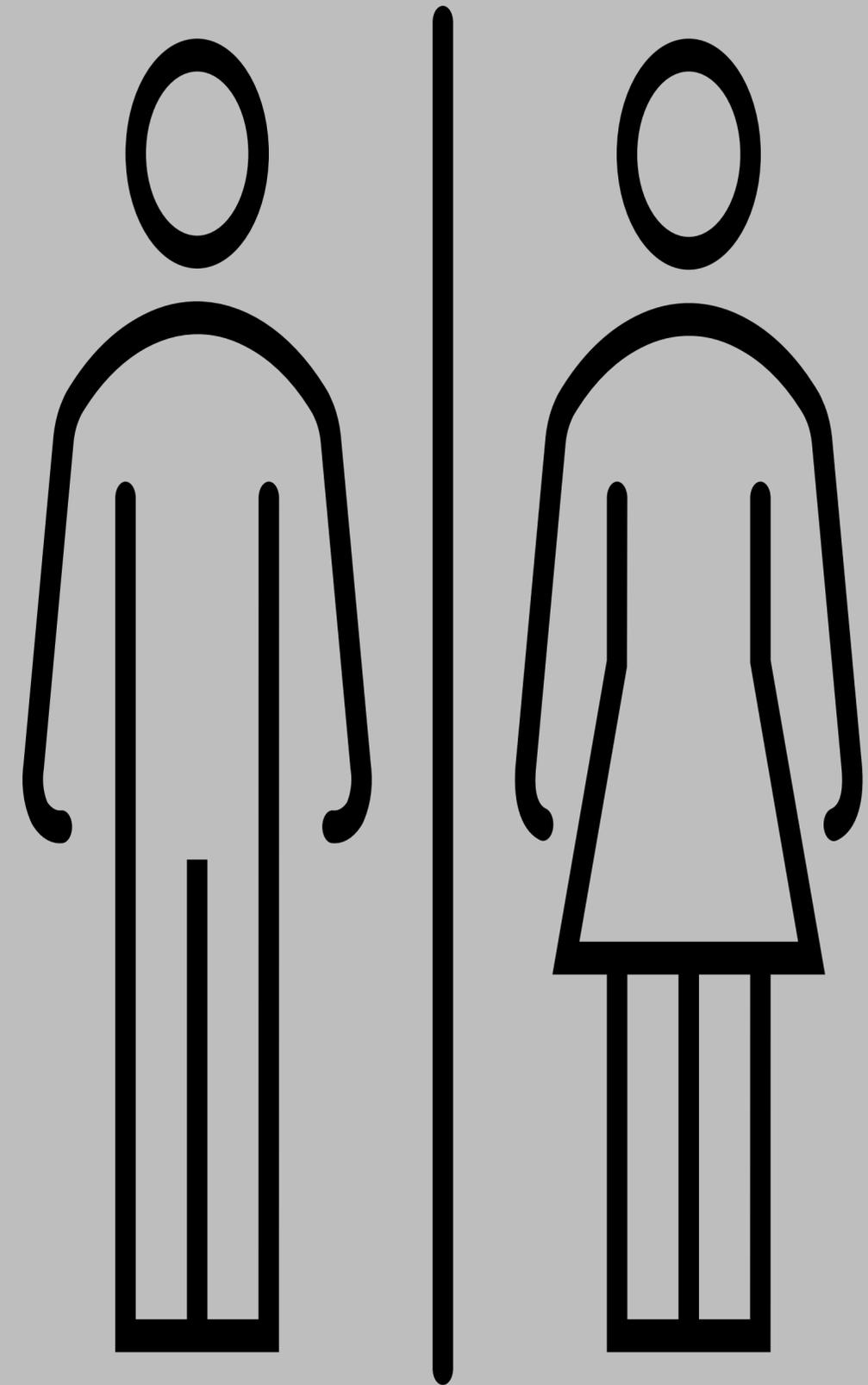
Women in Publishing

1. Our Women in Publishing Programme will be launched to support our action plan and ensure that we increase the representation of women across all levels of this function.
2. Along with our graduate programme, we have established our MET Programme (Mediahuis Emerging Talent), a specialist training programme focused on attracting a wider demographic of non-college graduates who have a passion and love for publishing. We will ensure at least 50% of all graduates and trainees will be female. Each participant will receive on the job training and a dedicated mentor to support their development.



Women in Tech

1. We will launch a Women in Tech Programme to increase female representation in our technology department.
2. This will be designated as a special focal point of the Gender Equality Action Group to ensure continuous progress in attracting and retaining gender balanced tech talent.
3. We will also run sponsorship and development programmes for women in technology.



Objectives and Key Deliverables

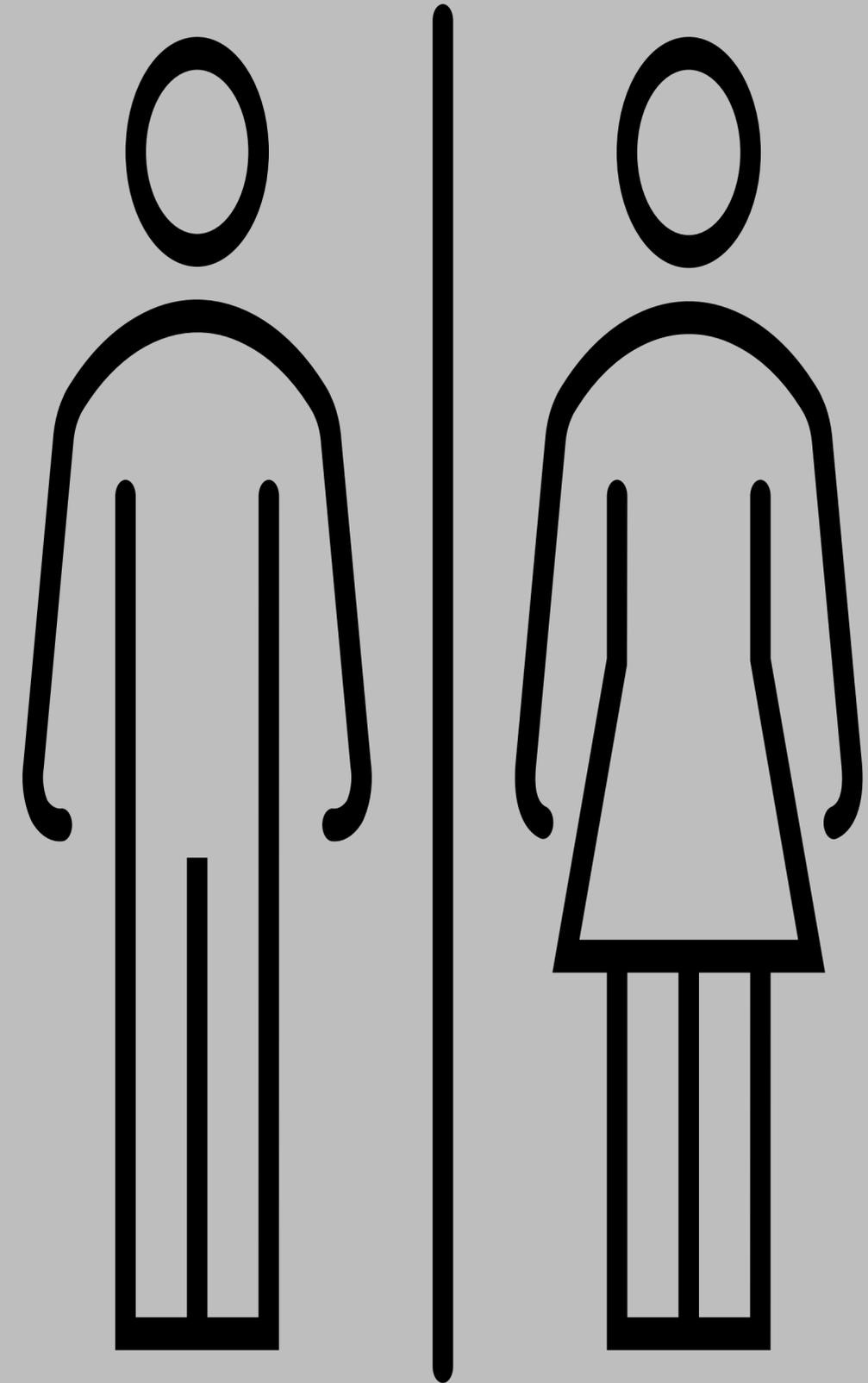
Our aspiration is that the actions outlined in this report will help us to start immediately to move towards our two key overriding objectives:

1. Gender Balanced Workforce

- We will substantially increase and develop our female workforce across all functions and levels within our business to improve the Male/Female ratio from its existing level of 61%/39%.

2. Gender Balanced Leadership

- We are committed to playing our part to work towards the Mediahuis Group's ambition for a 50/50 gender balanced leadership by 2030.



Gender Pay Gap Report 2022 – Mediahuis Ireland

Ends

