

# dmg media (Associated Newspapers) Gender Pay Report 2017

## WHAT IS THE GENDER PAY GAP?

In 2015 the UK government announced that all businesses with more than 250 employees would have a legal duty to declare their Gender Pay Gap on an annual basis. This year's deadline is 4th April 2018.

The Gender Pay Gap is the difference between the gross hourly earnings of all men and the gross hourly earnings of all women.

### Equal Pay vs. Gender Pay

It's important to differentiate between the Gender Pay Gap and Equal Pay – Equal Pay refers to a UK legal requirement that male and female employees who are engaged in equal or similar work or work of equal value, must receive the same pay and conditions unless there is a material reason to pay them differently.

Put simply - "Equal pay for equal work". dmg media is committed to equal pay and conducts ongoing reviews to ensure we have the best possible processes in place.



Difference in median hourly pay	<b>15.4%</b>	Difference in mean hourly pay	<b>19.6%</b>
Difference in median bonus pay	<b>26.7%</b>	Difference in mean bonus pay	<b>61%</b>

	Men	Women
% Receiving a bonus	<b>25%</b>	<b>30.3%</b>

Pay Quartiles	Men	Women
Lower Quartiles	<b>52%</b>	<b>48%</b>
Lower Middle	<b>59.6%</b>	<b>40.4%</b>
Upper Middle	<b>66.3%</b>	<b>33.7%</b>
Upper Quartile	<b>70.3%</b>	<b>29.7%</b>