

# Gender Pay Gap

## What is the Gender Pay Gap?

The Gender Pay Gap is the difference between the gross hourly earnings of all men and the gross hourly earnings of all women – irrespective of the nature of their work – across an organisation.

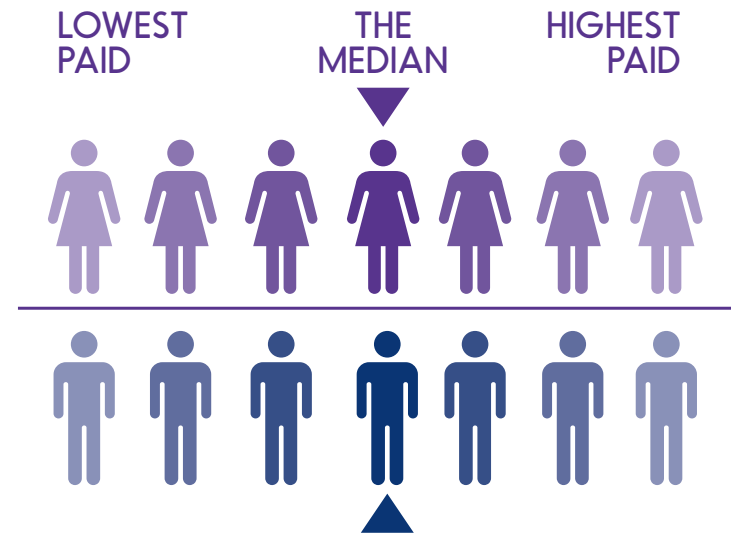
The Equality Act 2010 required that from 6 April 2018, all UK businesses with 250 or more employees have a legal responsibility to publish their Gender Pay Gap on an annual basis.

## Gender Pay Gap and Equal Pay: what is the difference?

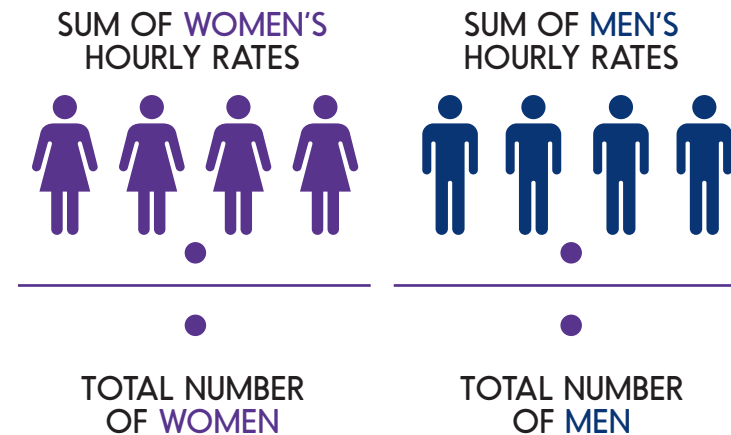
Equal Pay is the legal requirement that organisations pay men and women equally for doing the same or similar work, which dmG media follows. Put simply - "Equal pay for equal work".

The Gender Pay Gap is a broader measure of the difference in the average earnings of men and women. As such, the Pay Gap is influenced by an organisation's make-up and the distribution of men and women across all levels of the organisation.

## How do you calculate the median?

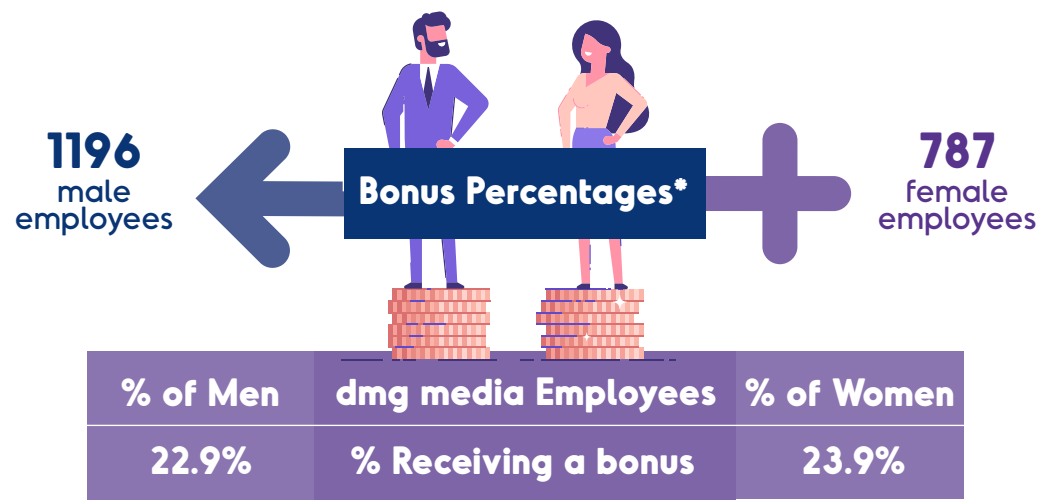
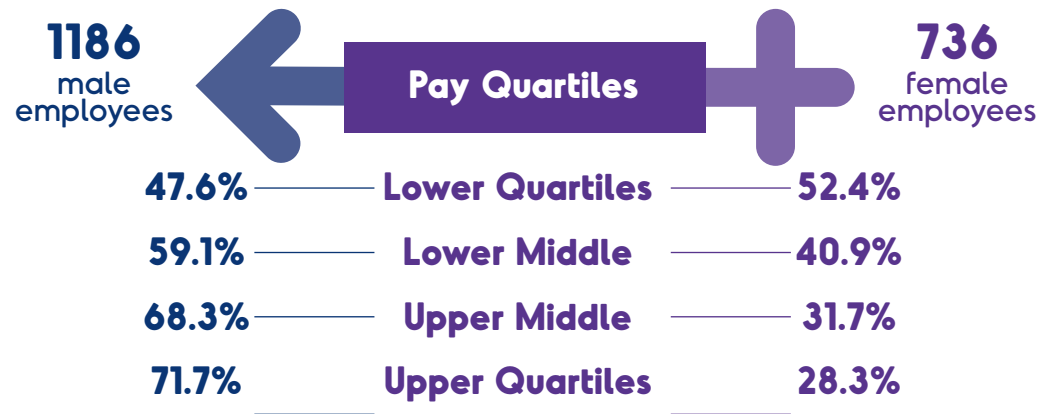
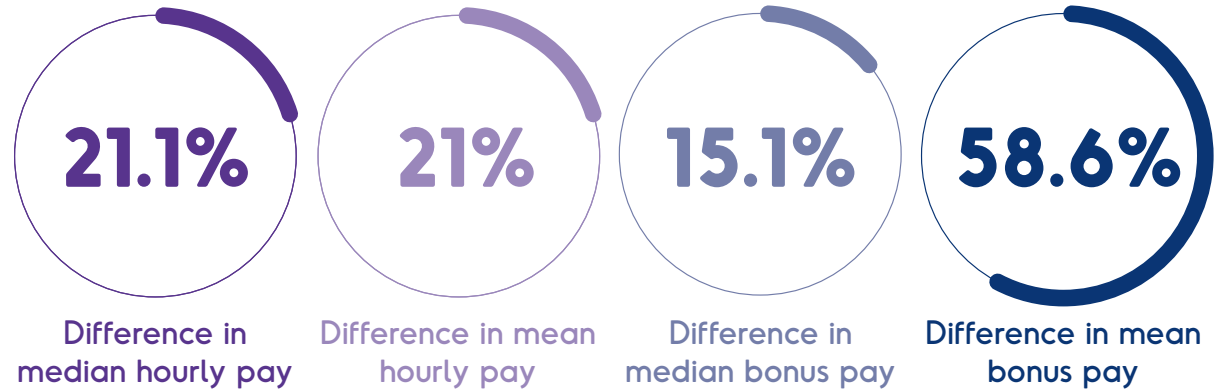


## How do you calculate the mean?



# Gender Pay Gap

The main factor in the gender pay gap in our organisation is the historically higher proportion of men working across the business, and less women working in senior roles, a pattern reflected across the industry, which we are working to improve over the coming years.



\*The legislation requires that employees who are paid at a reduced or nil rate are excluded from the pay calculation, but included in the bonus calculation.