

We are | *News*

Gender and

Ethnicity

Pay Results

2022/23

As of 5th April 2023



Foreword

From Rebekah Brooks, CEO

At News UK, telling the stories that matter most is at the heart of what we do.

To enable us to tell stories that resonate with everyone, our organisation needs to be reflective of the diverse audiences throughout the UK - whether through gender, ethnicity, disability, social class or sexuality.

Four years ago we launched our Diversity and Inclusion strategy, committing to create a pathway to 50/50 gender balance. Today, across our whole organisation, we are at 42%, a promising 6% increase since our first report. At the same time, we set a target for 20% ethnic minority representation across our workforce. We currently stand at 11% and are seeing a steady improvement in the proportion of ethnic minority employees in higher paid roles. We now have more than 10% ethnic minority employees in our top two quartiles, for the first time since our ethnicity reporting started.

Meanwhile, our Gender Pay Report, as at 5th April 2023, also shows progress. Our current mean pay gap is 14.2% and our median pay gap is 15.7%. This is a mean reduction of 3.1% and a median reduction of 4.4% compared with April 2022. While we are moving in the right direction, there is more to do and the journey towards a truly diverse, equitable and inclusive workplace continues.

We remain committed to increasing female representation in our senior leadership and highest-paying positions. Four women currently hold positions on our executive team, with many more taking up senior roles within the organisation. In the 12 months to 5th April 2023, more women have joined the company compared to men (55% v 45%) and the proportion of females paid in the upper quartile (the top 25% of earners) has increased by 0.9% compared to the prior year. Of our new starters in the last 12 months, 21% have been from ethnic minorities.

We continue to take positive steps towards attracting young and diverse talent, prioritising investment in strategies that support the career progression of women and ethnic minority employees.

There is always more to do but I am proud that we are continuing to move in the right direction towards creating a diverse and inclusive work environment.

We confirm that the data within this report is accurate and as per The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Rebekah Brooks

Foreword (continued)

How we're closing the gap

Apprenticeships and Interns

We were the first organisation to partner with Kickstart and News UK created 42 six-month internships for unemployed young people across the country, most of whom have gone on to find full-time jobs within our business and elsewhere in the industry. The government scheme has ended but we continue to self-fund the programme, offering disadvantaged people paid work experience to support their entry into our workforce.

We have also created 85 two-year apprenticeships in the last 18 months across our business. Of those apprentices, half are from ethnic minority backgrounds and more than 60% are women. We are creating targeted apprenticeships to address the specific needs of our team, including a brand-new partnership with the MOBO Awards and our Sun Showbiz team.

Learning and Development

To support a more equitable workplace, we have introduced tailored leadership and coaching programmes. This includes an Executive Sponsorship Programme, where we paired selected candidates with an executive leader for six months. We created a coaching programme specifically designed for Black and Black Mixed Heritage women with leading expert Michelle Moore and we have partnered with organisations including the Brixton Finishing School to run reverse mentoring programmes.

The work we have been doing since launching our Diversity and Inclusion strategy in 2020 is having a noticeable impact among employees, as illustrated by our recent engagement survey results:

- “This company values diversity” is up from 65% of respondents in October 2020 to 70% of respondents in April 2023.
- “People from all backgrounds have equal opportunities to succeed at this company” has grown from 62% to 71%.
- “I can be myself” has increased from 75% to 84%.

Employee Networks

Our Employee Networks play a pivotal role in accomplishing our inclusion goal, providing a platform for our employees to share their perspectives, enabling us to better support and celebrate our diverse communities.

We have increased the number of employee-led networks and groups by four to 13 in the last two years. All of our networks are voluntary groups that unite individuals with shared identities, interests or life experiences. They work closely with our Diversity Team and Board to offer insights on how to implement DE&I objectives, hold us accountable and engage employees from diverse backgrounds. Representatives of each

meet regularly and propose initiatives aimed at driving purposeful change.

Workplace Policies

We offer policies aimed at fostering a more equitable workplace. These include maternity and paternity leave; parental and shared parental leave; adoption and surrogacy; children at work - to support parents who may need to bring their child into the workplace; menopause; flexible working; volunteering; career break leave; carers leave policy and fertility guidance to support employees wishing to seek to build or grow their family.

Recruitment

Building an inclusive workforce and culture begins with our recruitment process. We're introducing greater inclusivity within our hiring process, ensuring our job adverts use non-gendered language and inclusive terminology. All our hiring managers use diverse and gender-balanced interview panels to promote a fair decision. We do not ask for a candidate's current salary at any point during the interview process, to avoid the continuation of any pre-existing pay gap.

Group Results



Overall Group Results

Gender Pay Gap

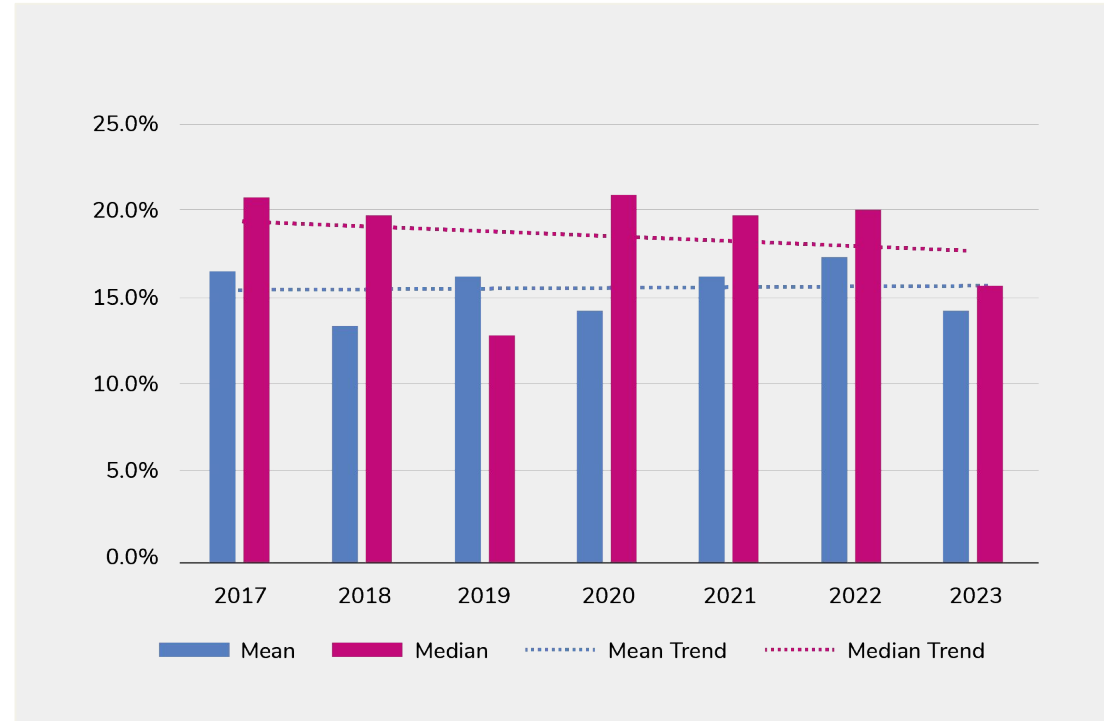
Pay	
Mean Gap	14.2% (-3.1%)
Median Gap	15.7% (-4.4%)

Bonus	
Mean Gap	4.4% (+8.9%)
Median Gap	0.0% (No change)

Proportion Receiving a Bonus	
Male	66.0% (-5.1%)
Female	59.1% (-1.2%)

Quartiles		
	Male	Female
Upper	68.9% (-0.9%)	31.1% (+0.9%)
Upper Middle	63.8% (-3.2%)	36.2% (+3.2%)
Lower Middle	56.8% (-1.8%)	43.2% (+1.8%)
Lower	46.5% (+2.9%)	53.5% (-2.9%)

Brackets indicate change from last year



Although our pay gap has remained relatively stable over the past six years, the proportion of females employed across the group has steadily increased from 36% to 42%. The proportion of females paid in the upper quartiles has increased compared to last year.

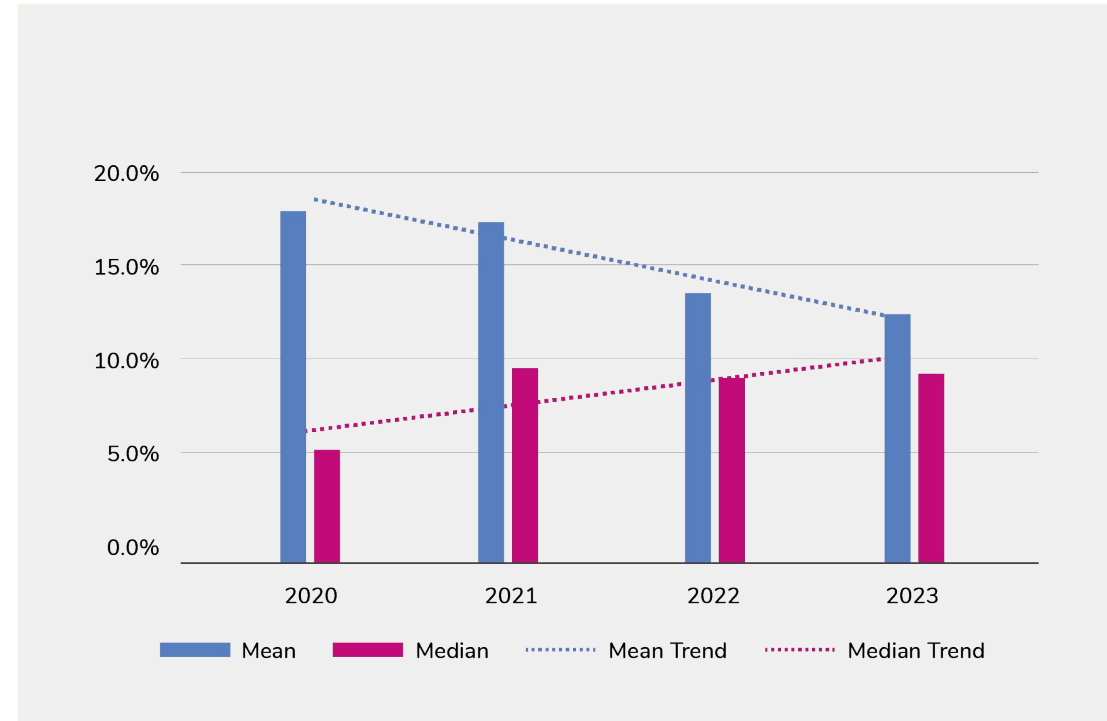
Overall Group Results

Ethnicity Pay Gap

Pay	
Mean Gap	12.3% (-1.3%)
Median Gap	9.3% (-0.2%)

Bonus	
Mean Gap	19.1% (-15.6%)
Median Gap	0.0% (No change)

Quartiles		
	White	Non-white
Upper	89.8%	10.2% (+0.8%)
Upper Middle	88.7%	11.3% (+2.7%)
Lower Middle	89.9%	10.1% (-0.9%)
Lower	84.8%	15.2% (+0.3%)



More and more organisations are voluntarily publishing their ethnicity pay gap to support diversity and inclusion strategies. Here at News, we are seeing an improvement in the proportion of ethnic minority employees in higher paid roles. We now have more than 10% ethnic minority employees in the top two pay quartiles, for the first time since we started producing our ethnicity pay gap results.

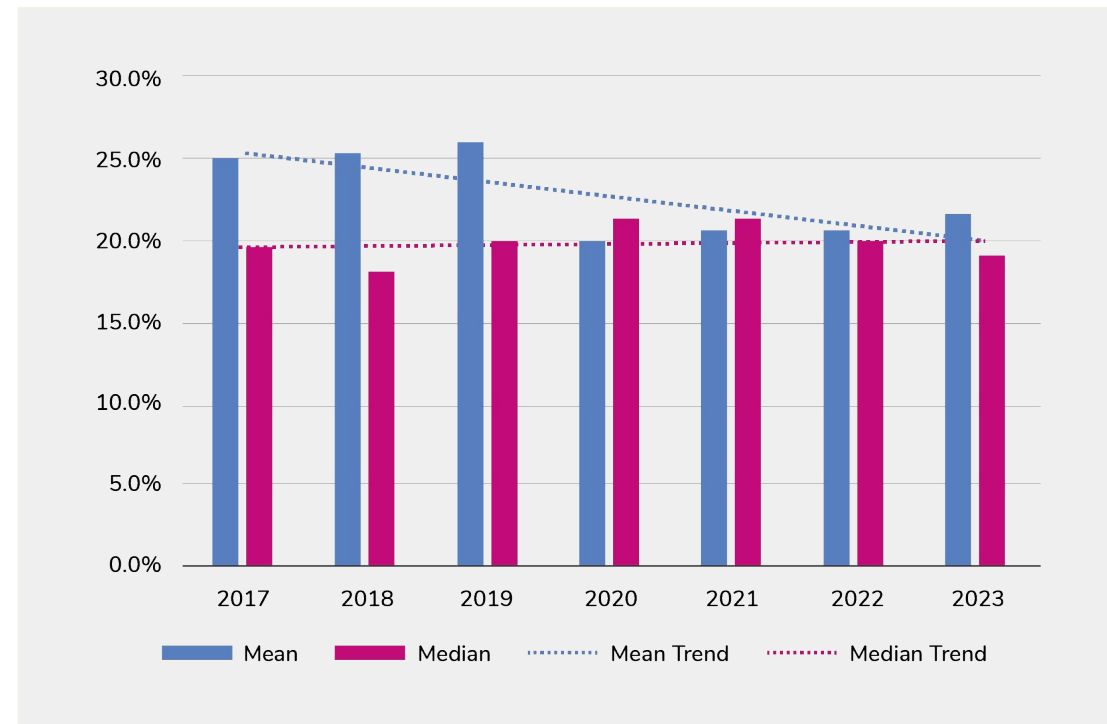
Entity Results



News Group Newspapers Ltd

Gender Pay Gap

Pay		
Mean Gap	21.6% (+1.2%)	
Median Gap	19.0% (-0.8%)	
Bonus		
Mean Gap	33.6% (+12.6%)	
Median Gap	0.0% (No change)	
Proportion Receiving a Bonus		
Male	66.3% (-1.2%)	
Female	53.7% (No change)	
Quartiles		
	Male	Female
Upper	72.5% (-2.9%)	27.5% (+2.9%)
Upper Middle	65.1% (-1.4%)	34.9% (+1.4%)
Lower Middle	58.8% (-3.3%)	41.2% (+3.3%)
Lower	47.9% (+0.6%)	52.1% (-0.6%)



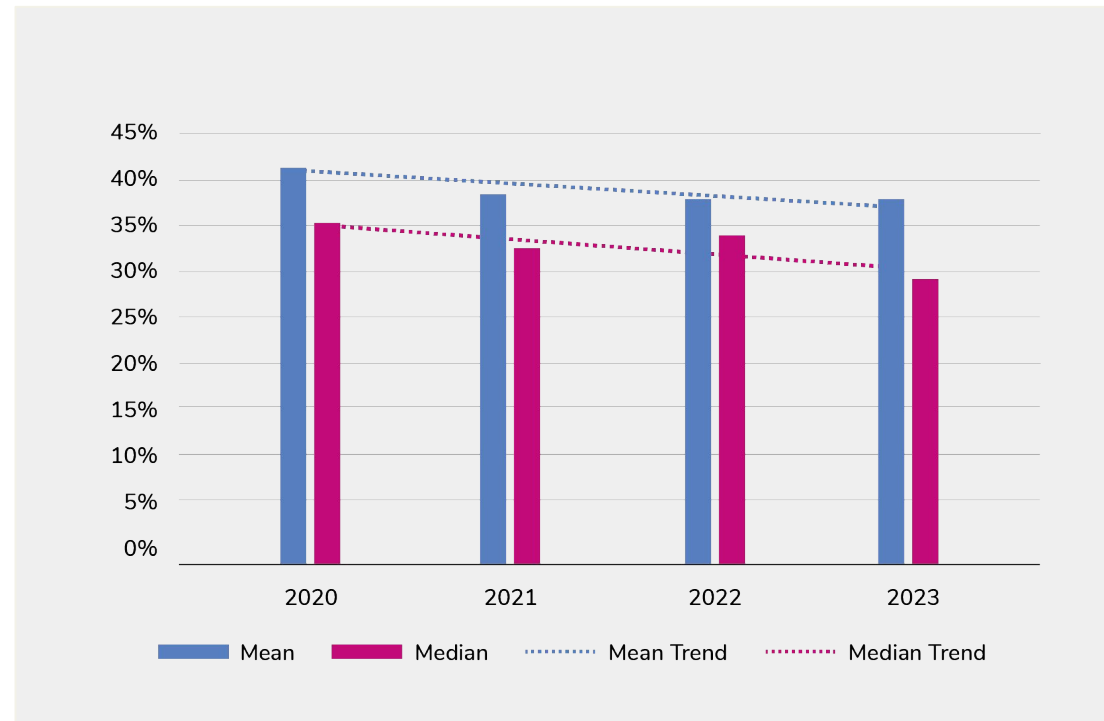
News Group Newspapers Ltd

Ethnicity Pay Gap

Pay	
Mean Gap	38.0% (-0.2%)
Median Gap	29.3% (-4.7%)

Bonus	
Mean Gap	91.2% (+6.3%)
Median Gap	0.0% (No change)

Quartiles		
	White	Non-White
Upper	98.2%	1.8%
Upper Middle	96.3%	3.7%
Lower Middle	94.5%	5.5%
Lower	84.4%	15.6%



News UK and Ireland Ltd

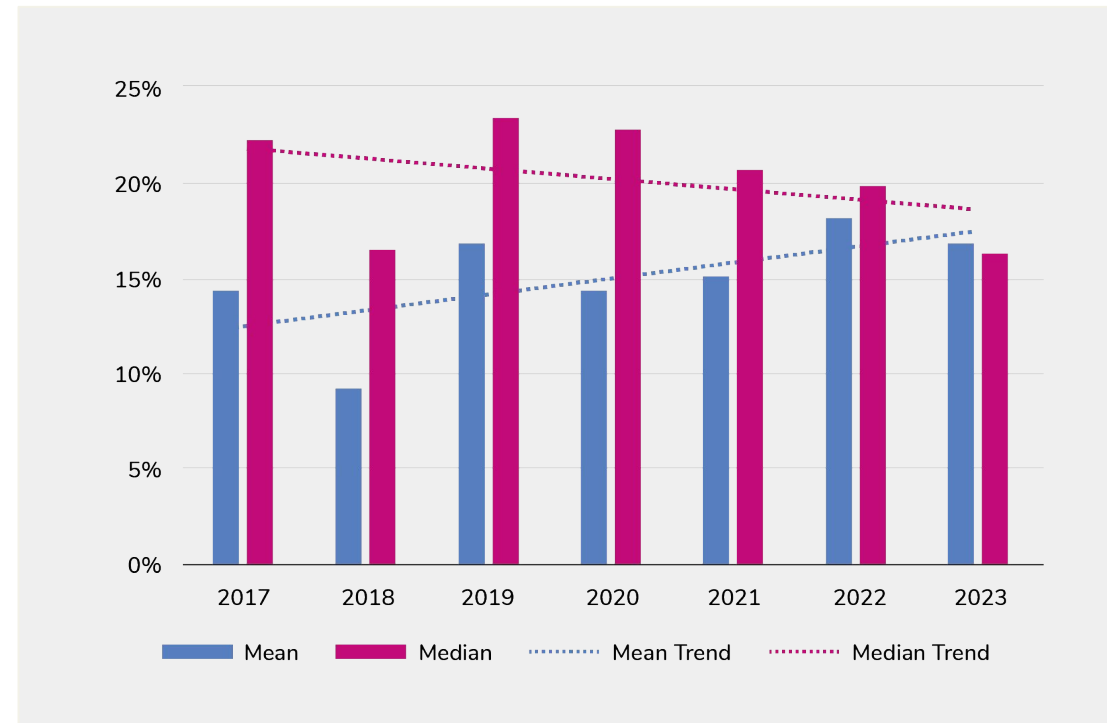
Gender Pay Gap

Pay		
Mean Gap	16.9% (-1.2%)	
Median Gap	16.4% (-2.5%)	

Bonus		
Mean Gap	22.0% (+6.7%)	
Median Gap	23.4% (+48.5%)	

Proportion Receiving a Bonus		
Male	66.4% (-0.4%)	
Female	68.1% (+3.6%)	

Quartiles		
	Male	Female
Upper	61.5% (-1.2%)	38.5% (+1.2%)
Upper Middle	50.5% (-4.8%)	49.4% (+4.8%)
Lower Middle	46.4% (-1.0%)	53.6% (+1.0%)
Lower	37.0% (-0.5%)	63.0% (+0.5%)



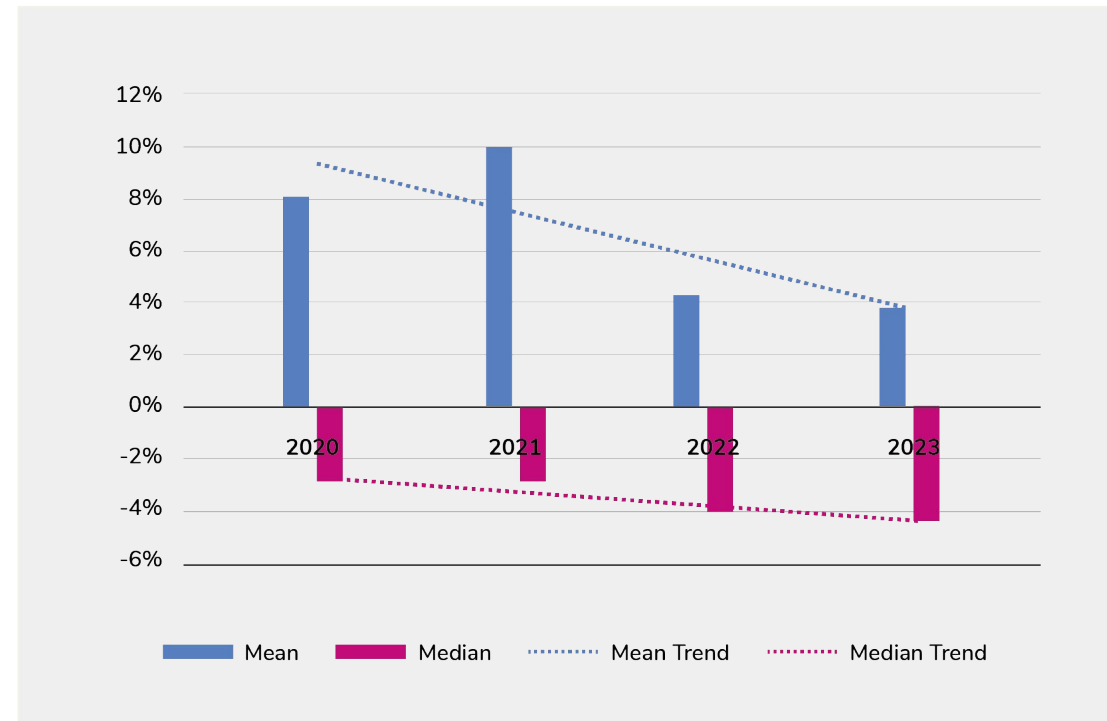
News UK and Ireland Ltd

Ethnicity Pay Gap

Pay	
Mean Gap	3.9% (-0.4%)
Median Gap	-4.4% (-0.4%)

Bonus	
Mean Gap	24.9% (-14.0%)
Median Gap	-4.9% (-66.3%)

Quartiles		
	White	Non-White
Upper	83.9%	16.1%
Upper Middle	79.5%	20.5%
Lower Middle	85.0%	15.0%
Lower	86.2%	13.8%



Times Media Ltd

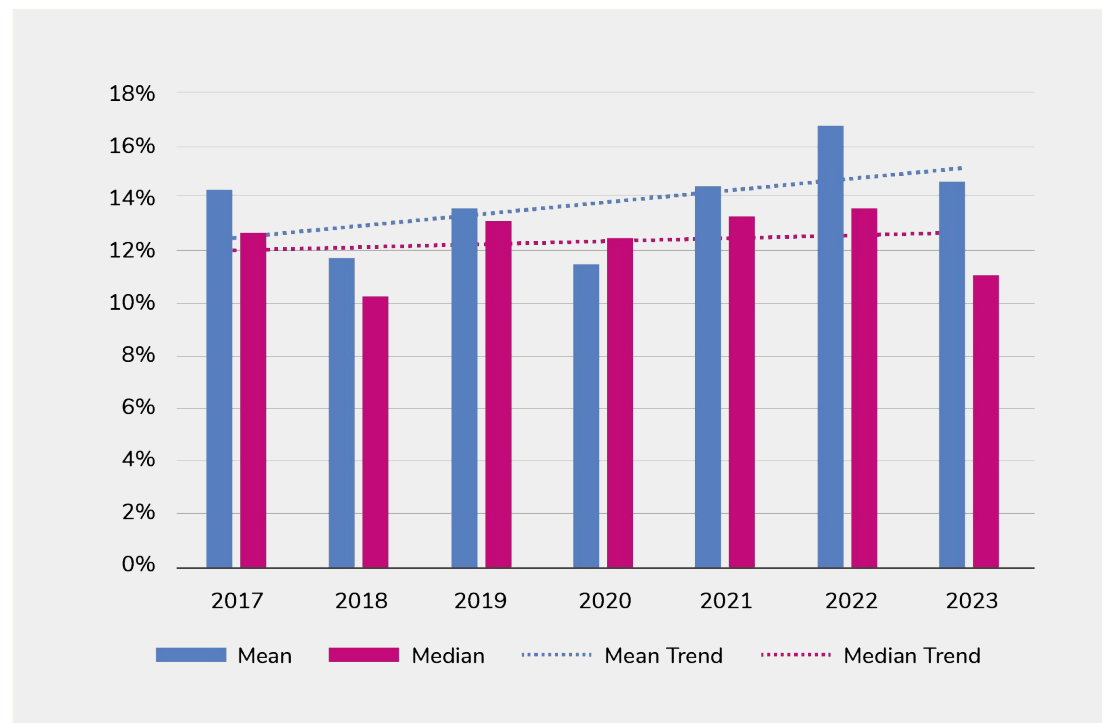
Gender Pay Gap

Pay	
Mean Gap	14.7% (-2.1%)
Median Gap	11.1% (-2.5%)

Bonus	
Mean Gap	66.3% (+52.8%)
Median Gap	0.0% (No change)

Proportion Receiving a Bonus	
Male	67.3% (-0.2%)
Female	55.4% (-0.1%)

Quartiles		
	Male	Female
Upper	67.4% (-3.7%)	32.6% (+3.7%)
Upper Middle	59.1% (+0.7%)	40.9% (-0.7%)
Lower Middle	62.2% (-0.4%)	37.8% (+0.4%)
Lower	44.8% (-1.0%)	55.2% (+1.0%)



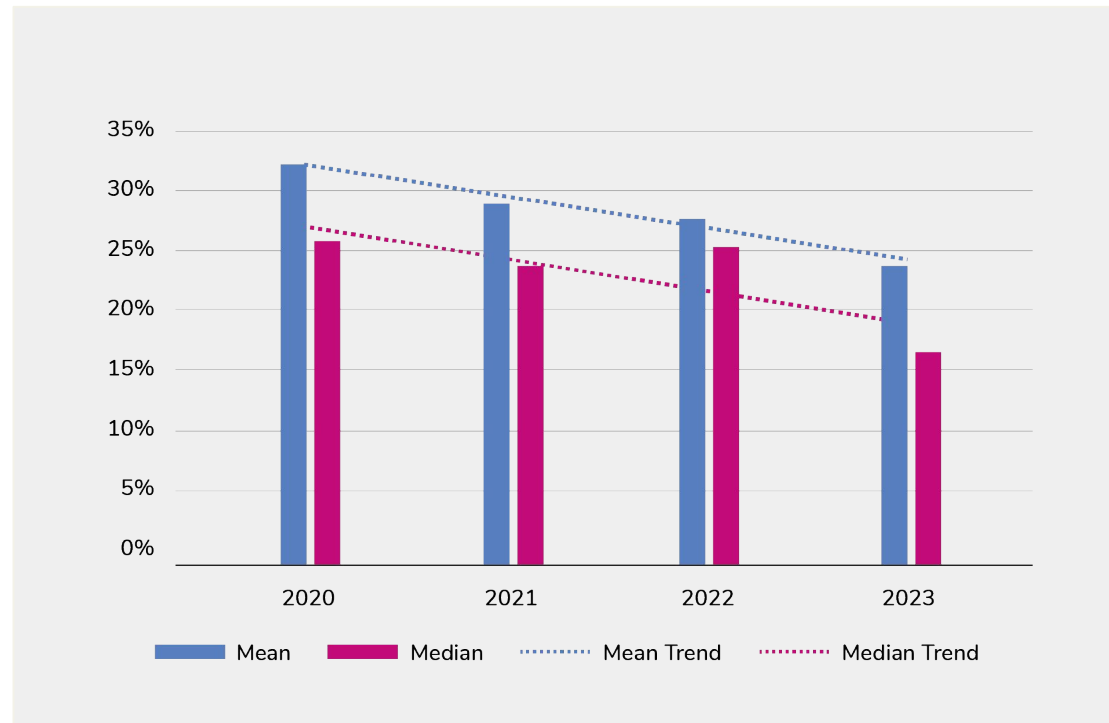
Times Media Ltd

Ethnicity Pay Gap

Pay	
Mean Gap	23.9% (-4.0%)
Median Gap	16.7% (-8.7%)

Bonus	
Mean Gap	80.5% (-6.8%)
Median Gap	0.0% (No change)

Quartiles		
	White	Non-White
Upper	95.0%	5.0%
Upper Middle	91.7%	8.3%
Lower Middle	87.6%	12.4%
Lower	86.7%	13.3%



Wireless Group Ltd

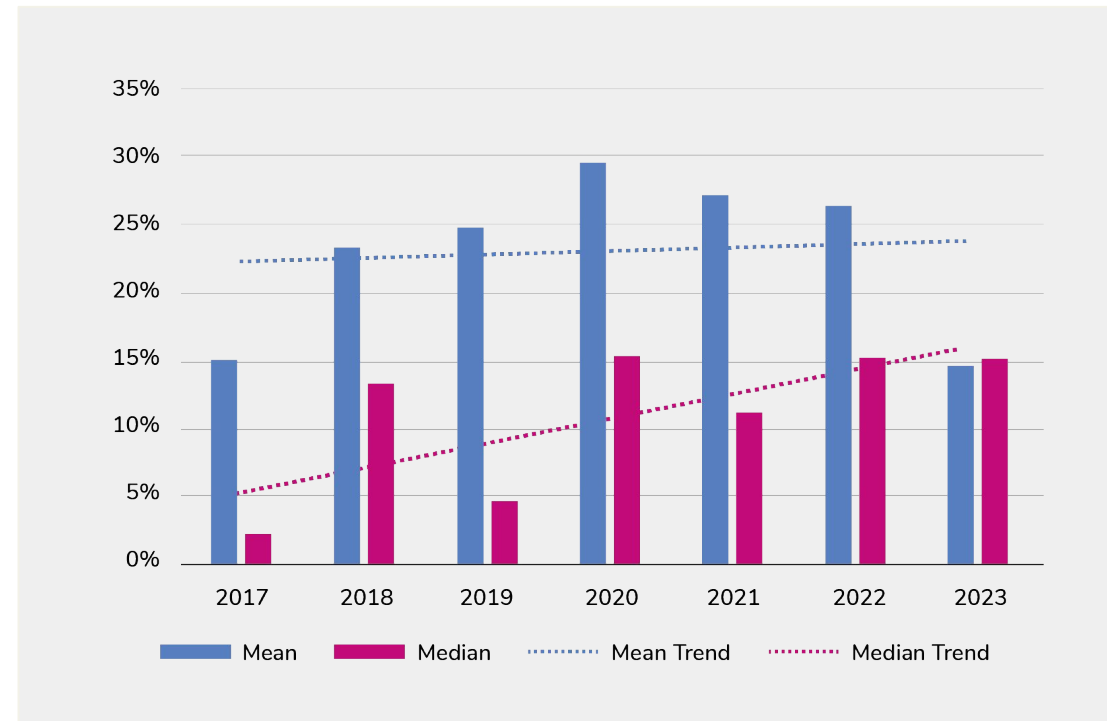
Gender Pay Gap

Pay	
Mean Gap	14.6% (-11.8%)
Median Gap	15.1% (-0.1%)

Bonus	
Mean Gap	71.3% (+1.4%)
Median Gap	-83.3% (-26.7%)

Proportion Receiving a Bonus	
Male	82.0% (-0.7%)
Female	67.4% (+0.7%)

Quartiles		
	Male	Female
Upper	79.7% (+4.3%)	20.3% (-4.3%)
Upper Middle	65.5% (-3.5%)	34.5% (+3.5%)
Lower Middle	56.9% (-8.6%)	43.1% (+8.6%)
Lower	51.7% (+1.7%)	48.3% (-1.7%)



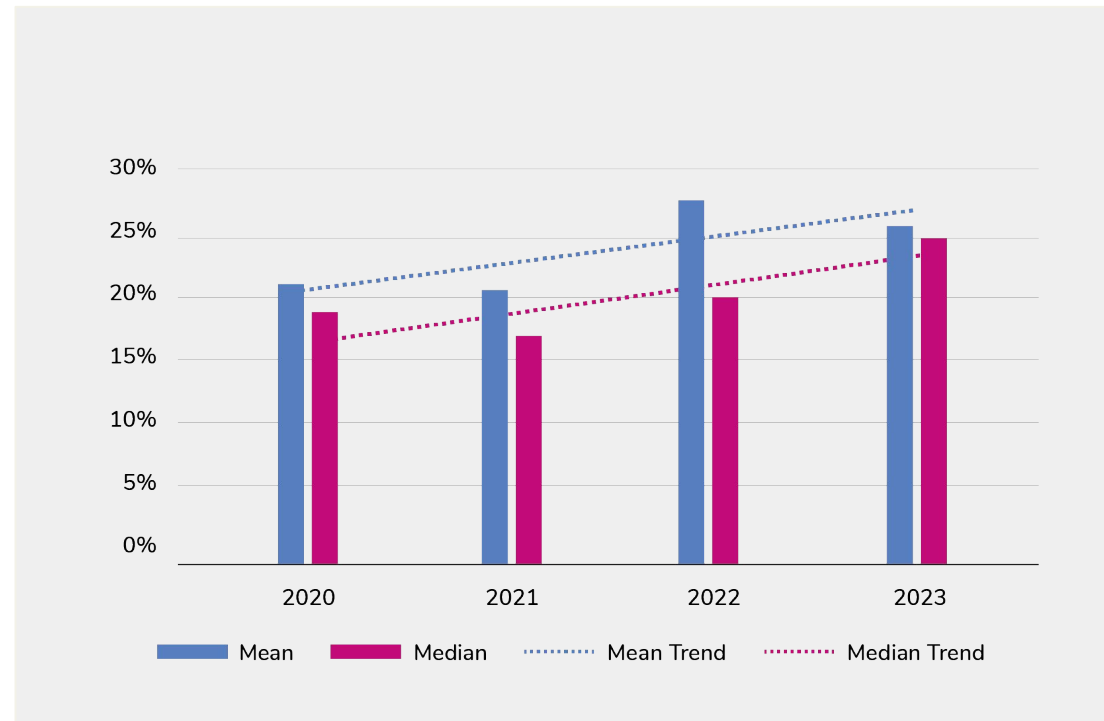
Wireless Group Ltd

Ethnicity Pay Gap

Pay	
Mean Gap	25.6% (-2.0%)
Median Gap	24.6% (+4.5%)

Bonus	
Mean Gap	72.3% (+15.4%)
Median Gap	35.7% (+35.7%)

Quartiles		
	White	Non-White
Upper	95.7%	4.3%
Upper Middle	97.8%	2.2%
Lower Middle	87.0%	13.0%
Lower	78.3%	21.7%



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