

Newsquest / LOCALiQ



Gender Pay Gap Report 2021

Our Company

We are one of the largest regional news publishers in the UK and have a portfolio of more than 120 news brands and 29 magazines online and in print. With an online audience of almost 39 million users a month and 5.1 million readers a week in print, our content is read by a substantial proportion of the UK population. In addition to our local news brands, we own a number of digital pure play and specialist media businesses such as s1jobs and s1 homes, Exchange & Mart, and Newsquest Specialist Media. Our parent company is Gannett Inc, the largest news publisher in the US. Gannett is listed on the New York Stock Exchange.

Our Diversity Statement

Newsquest is committed to encouraging diversity throughout its workforce. Our mission is to publish market-leading newspapers which reflects the views of the communities they serve.

To that end, our diversity programme encourages a workforce that reflects local demographics and provides equality and fairness for all who work for us.

We are committed to:

- Encouraging diversity throughout our business
- Upholding equal opportunities policies
- Monitoring progress in managing diversity

Our Statistics

Total employees included in the gender pay gap data:

No. of Men	754
No. of Women	639

1,393

The mean gender pay gap is 15.4%. The median gender pay gap is 9.8%

Total employees included in the gender bonus gap data:

No. of Men	422
No. of Women	475

897

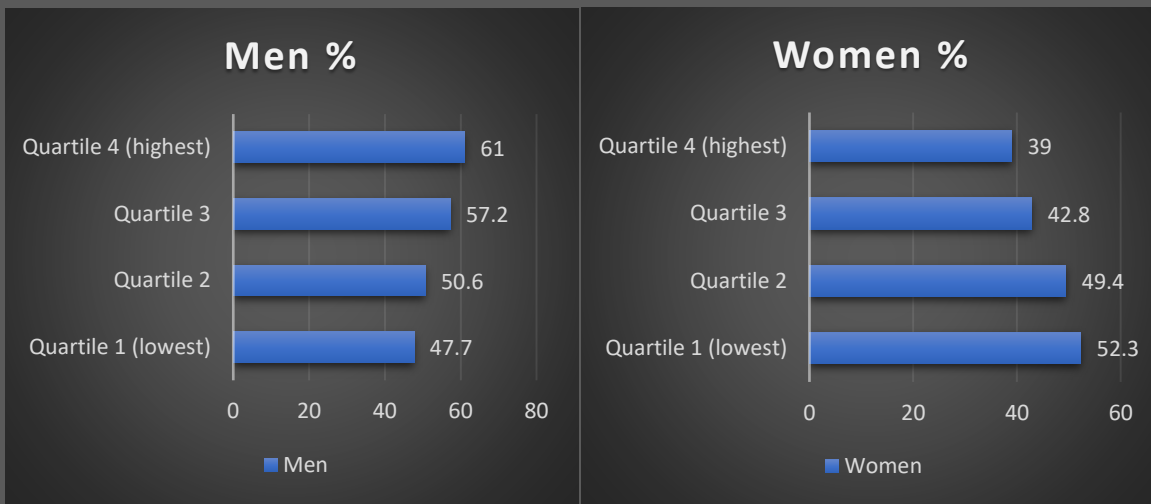
The mean gender bonus gap is 32.3%. The median gender bonus gap is -7.4%

The proportion of male employees receiving a bonus is 17.7%

The proportion of female employees receiving a bonus is 26.4%.

Our Statistics Continued...

The proportion of males and females in each pay quartile:



Our Findings

Newsquest's gender pay gap findings (in comparison to previous years findings) are as follows.

- the mean gender pay gap has increased between men and women; with men earning increasingly more pay.
- the median gender pay gap shows that the midpoint for men and women's pay has been changeable over the past few years, the midpoint pay has fluctuated equally between both genders, but in 2021 slightly more favourable towards men.
- the proportion of both men and women paid a bonus has increased; with more women receiving a bonus payment than men, however the mean gender bonus gap shows men are earning higher bonuses than women.
- the median gender bonus gap shows that the midpoint for men and women's bonus showed the gap has been closing over the years, although the midpoint for bonus payments remains better for women in 2021.
- the highest pay quartiles were quite even over the past few years with slightly more men in this quartile, with this still being the case in 2021.
- the other 3 lower quartiles are heading towards pay being more equal for both men and women in 2021 than in previous years.

Some of the reasoning behind the findings above are as follows.

- Some restructures have taken place across the business, to ensure the business adapts to the changing needs of the changeable landscape, this may have attributed to some of the gender pay gap between men and women; as there have been some reductions of support function and administrative roles held predominantly by women.
- the senior team which includes Managing Directors, Finance Directors, and key central managerial roles, historically there were a higher proportion of males in the upper quartile roles across the business, but this profile is changing with more women progressing into senior roles. A reducing the

numbers in the lower paid roles, support function roles will impact on the differential, in the short term, which will result in figures skewed towards males.

- there are more women receiving a bonus payment than men; this reflects the higher proportion of women in the line management and commercial roles where achieving bonus is key; they are the ones earning most of the money for the Company, with a higher proportion of men within the distribution function, where bonus isn't offered.
- By increasing Apprenticeship opportunities in different department across the business this provides another entry route for a career within the business making a positive impact on diversity on the entry level pay scales and may impact on the historical profile of some of the teams, such as Editorial. The gender split of the current cohort is a fairly evenly split between males and females.

Newsquest's gender pay gap compares favourably with that of organisations both across the whole UK economy and within our sector.

Our Future - Closing the Gap

Diversity is a priority across the business and for Newsquest's leadership team! The Company is committed to advancing diversity and inclusion within the Company through our Diversity and Inclusion committee, who have been formed with representatives from the whole business and are a motivating working group who have been bringing a wide range of new perspectives and ideas to the table and listening to ideas put forward from employees.

The company is taking numerous positive measures such as reviewing all its existing policies and procedures to ensure they fully meet the needs of all employees and the business; the introduction of hybrid working which has increased flexibility and provides a better work life balance and more family friendly approach for employees; as well as focussing its priorities on recruitment and diversity in general, engaging with local groups to encourage applicants from under represented groups across all regions.

Communication is fundamental; the Company's Diversity and Inclusion Newsletter is issued quarterly to all employees, this has been a great success; a Diversity and Inclusion Intranet Site is currently being produced which will compliment the newsletter and provide up to date accessible information to all; and a monthly diversity calendar is also produced highlighting important dates; for example, it was International Women's Day in March and an article was sent out to the whole company regarding this, with encouraging feedback received.

The Company will continuously review the existing and new measures put into place, taking positive steps with the aim to reduce its gender pay gap over the coming year. We as a business look forward to making these steps and reporting on these updates in the next year!



Tracey Olaleye, Group HR Director