

Newsquest Media Group Limited Gender Pay Gap report.

This is our report for the snapshot date of 5 April 2019. In addition to merging Newsquest (Midland South) Limited, Newsquest (Herald & Times) Limited, North Wales News Limited into Newsquest Media Group in 2018, the 2019 report includes the merger of Newsquest's Cumbrian Newspapers into Newsquest Media Group Limited.

On average women are paid 7.4% more than men

- The mean gender pay gap is -7.4%
- The median gender pay gap is 21%
- The mean gender bonus gap is 18.7%
- The median gender bonus gap is -31.3
- The proportion of male employees receiving a bonus is 11.3% and the proportion of female employees receiving a bonus is 25.4%.

Pay quartiles by gender

Band	Males	Females	Description
A	71.5%	28.5%	Includes all employees whose standard hourly rate places them at or below the lower quartile
B	49.7%	50.3%	Includes all employees whose standard hourly rate places them above the lower quartile but at or below the median
C	53.9%	46.1%	Includes all employees whose standard hourly rate places them above the median but at or below the upper quartile
D	56.3%	43.7%	Includes all employees whose standard hourly rate places them above the upper quartile

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Newsquest Media Group is committed to the principle of equal opportunities and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. We have a policy of paying employees equally for the same or equivalent work, regardless of their sex (or any other characteristic set out above).

The proportion of women at Newsquest Media Group who received a bonus in the 12 months up to 5 April 2019 was 25.4%, while for men this was 11.3%. This reflects the higher proportion of women in the management and commercial roles and a higher proportion of men within the distribution function. This is similar to 2018.

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

We promote gender diversity in all areas of our workforce including revising our working policy to make it clear that employees in all areas and levels of the organisation will be considered for flexible working regardless of their role and level of seniority, and that flexible working need not be limited to part-time working.

I, Tracey Olaleye, Group HR Director, confirm that the information in this statement is accurate.

Signed

A handwritten signature in black ink, appearing to read 'T. Olaleye', written in a cursive style.

Date 18 March 2020