TELEGRAPH MEDIA GROUP

Gender and Ethnicity pay gap report

Introduction

Our gender pay gap increased in 2021, with a mean figure of 26.12% and median figure of 21.14%. Between 2017 and 2020, our gender pay gap significantly reduced from 35% to 20.5% and we had hoped this would continue on the same trajectory. As with many industries, the ongoing challenges of the pandemic throughout 2020/21 resulted in fewer opportunities to make progress. Since April 2021 and as of January 2022, our gender pay gap has decreased to 21.00% mean and 14.69% median.

As in previous reports, we are also voluntarily including details of our

ethnicity pay gap which had a decreased median of 7.45% and an increased mean of 21.44%. We are encouraged to see that since April 2021 our ethnicity pay gap has reduced with a median of 3.58% and a mean of 20.4% (January 2022).

Our ambition remains absolutely clear to support and help women across the whole organisation, whilst reducing the gender pay gap. It is a key focus for our entire business that women's careers develop and advance including to senior positions. To support this we are introducing a new Leadership Programme this year which will equip high-potential future leaders with training, insights, and experience.

Improving diversity, assisting progression for under-represented groups and fostering an inclusive culture for all remain long term-commitments at TMG. Our 2022/2023 action plan focuses on delivering specific initiatives and programmes that invest in talent, diversify the workforce and enhance staff well-being.

This report outlines just some of the activities we are undertaking and plan to deliver in 2022/23. We have seen

progress since our April 2021 figures and we remain committed to continuing to close our gender and ethnicity pay gaps.

This document represents the time period 6 April 2020 to 5 April 2021, and a snapshot date of 5 April 2021. I confirm that the data contained in this report is accurate.

Nick Hugh Chief Executive

Our gender pay gap

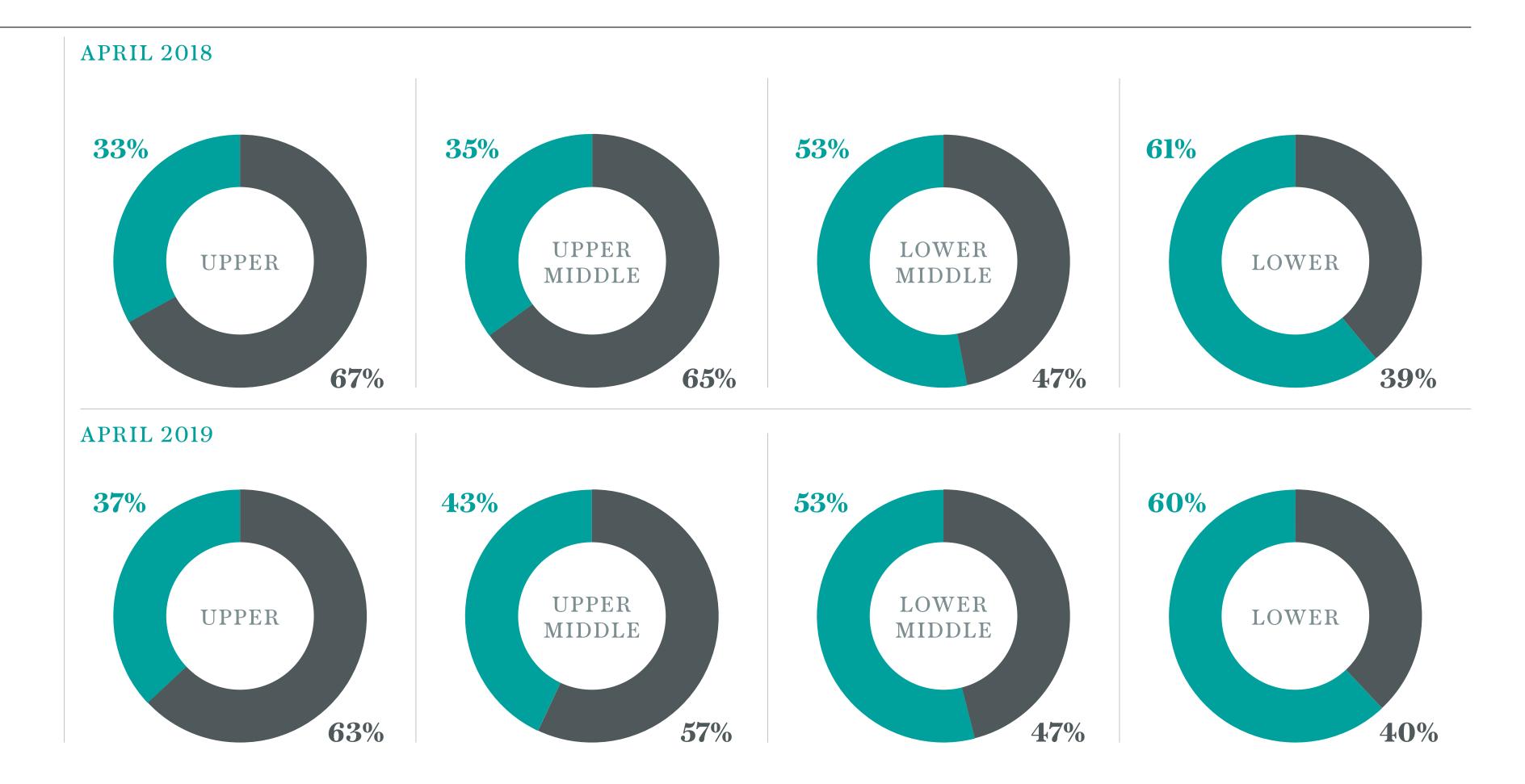
	APRIL 2018		APRIL 2019	
	MEAN	MEDIAN	MEAN	MEDIAN
HOURLY PAY	28.5%	22.7%	20.6%	17.7%
BONUS PAY	50.4%	0%	26%	0%
	APRIL 2020		APRIL 2021	
	MEAN	MEDIAN	MEAN	MEDIAN
HOURLY PAY	20.5%	18.9%	26.12%	21.14%
BONUS PAY	23.4%	0%	54.03%	0%

Gender pay quartiles

This table shows the percentage of the overall volume of employees, per quartile by salary

WOMEN

MEN

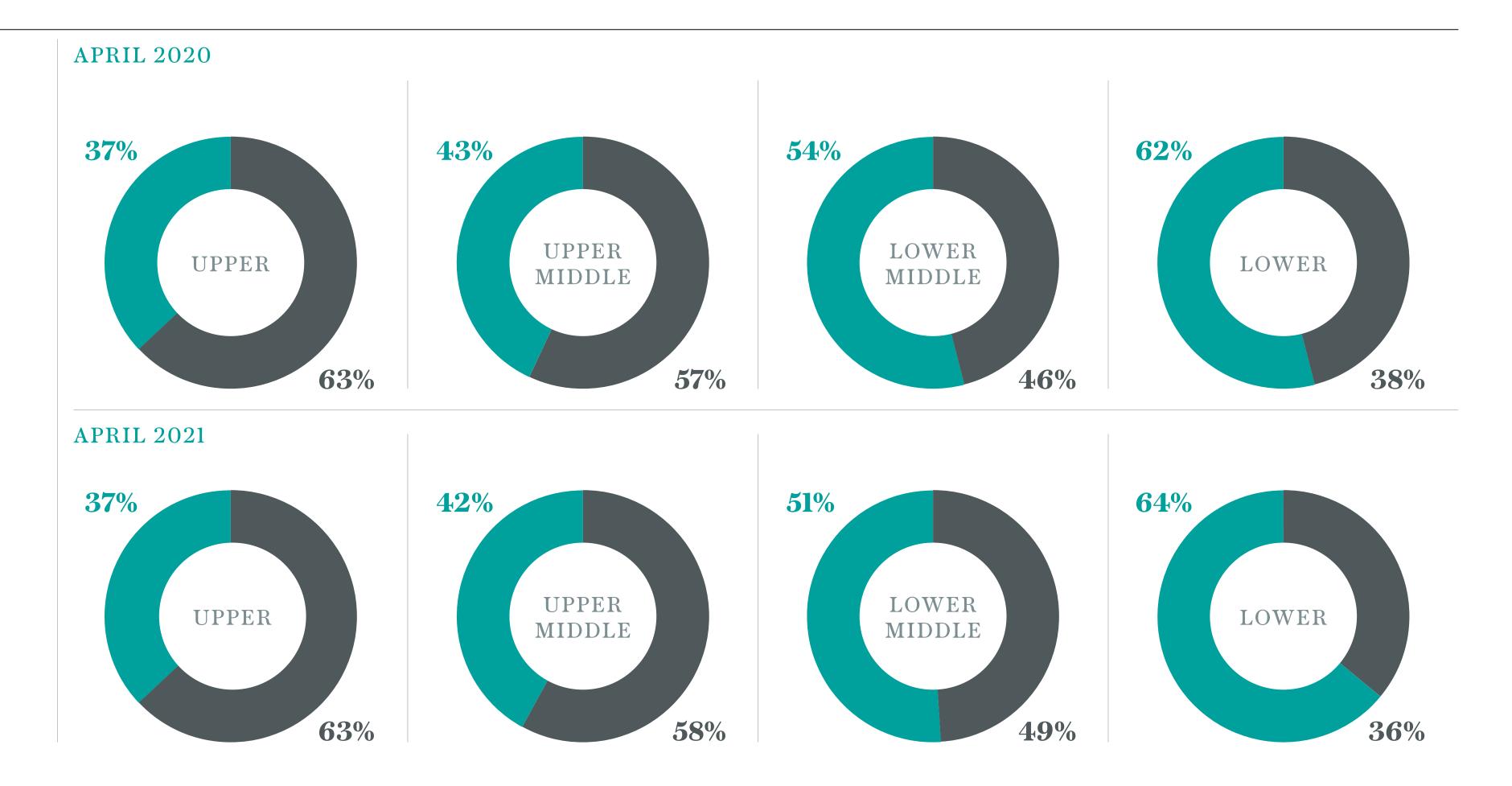


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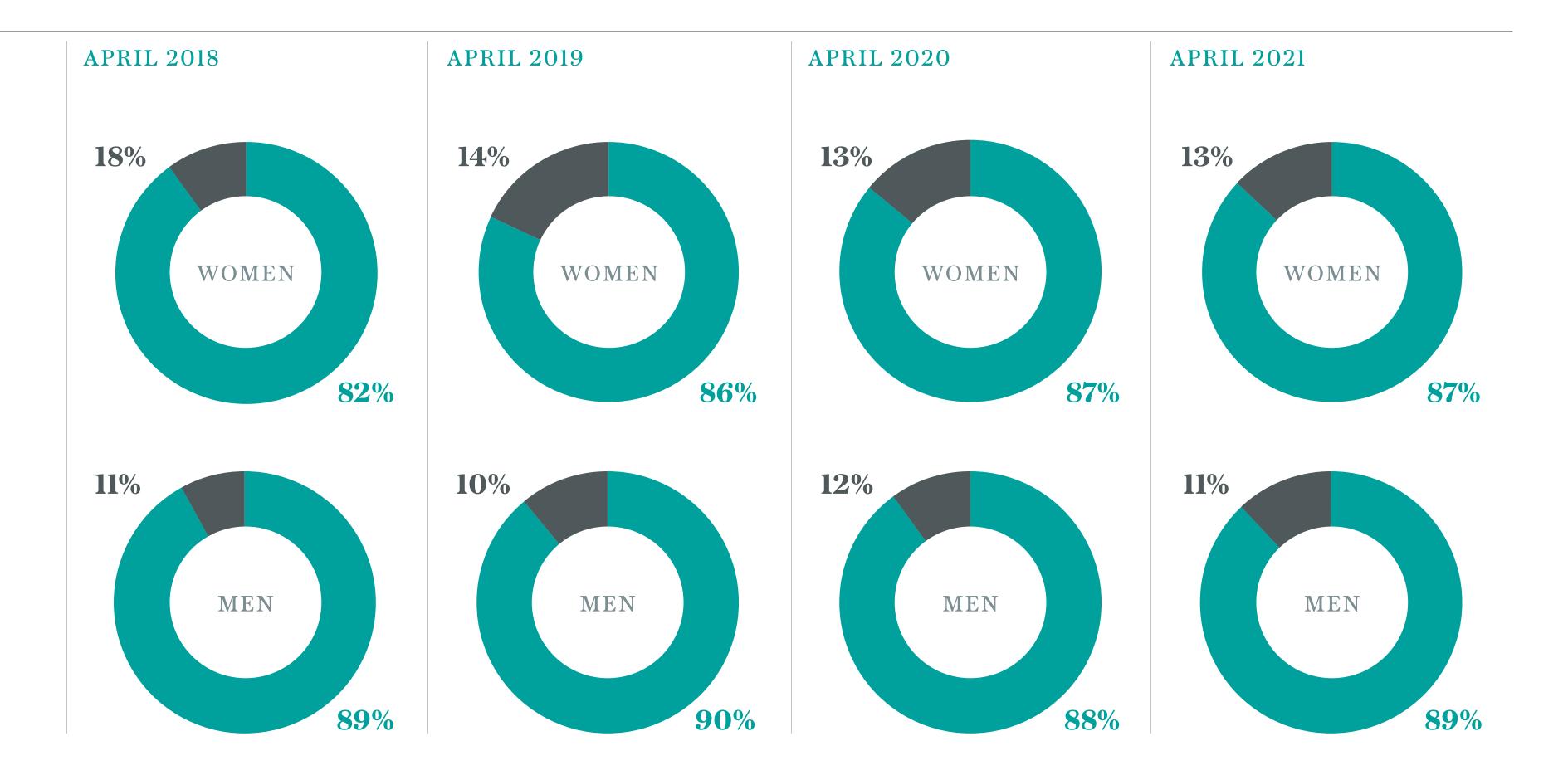


Gender bonus gap

Bonus includes annual management bonus plan, sales incentives, one-off project bonuses, commissions and Christmas bonus

RECEIVED BONUS

DID NOT RECEIVE BONUS



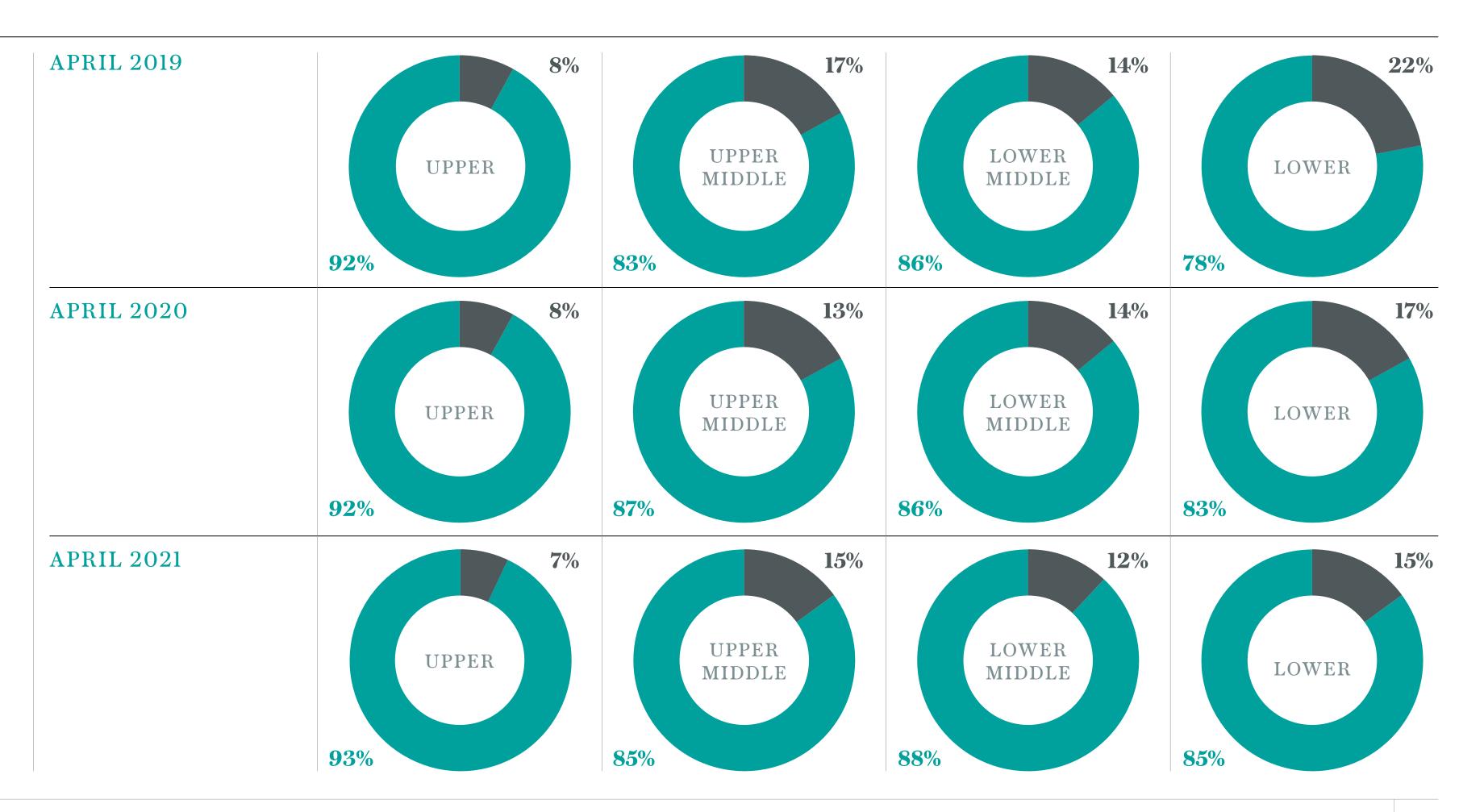
Our ethnicity pay gap

BONUS GAP	55.5%	0%	65%	0%
HOURLY PAY	20.7%	12.2%	21.44%	7.45%
	MEAN	MEDIAN	MEAN	MEDIAN
	APRIL 2020		APRIL 2021	
BONUS GAP	46.5%	0%	36.8%	0%
OURLY AY	20.7%	10.7%	17.1%	10.3%
	MEAN	MEDIAN	MEAN	MEDIAN
	APRIL 2018		APRIL 2019	

Ethnicity pay quartiles

This table shows the percentage of the overall volume of employees, per quartile by salary

- ETHNIC MINORITY EMPLOYEES
- WHITE EMPLOYEES

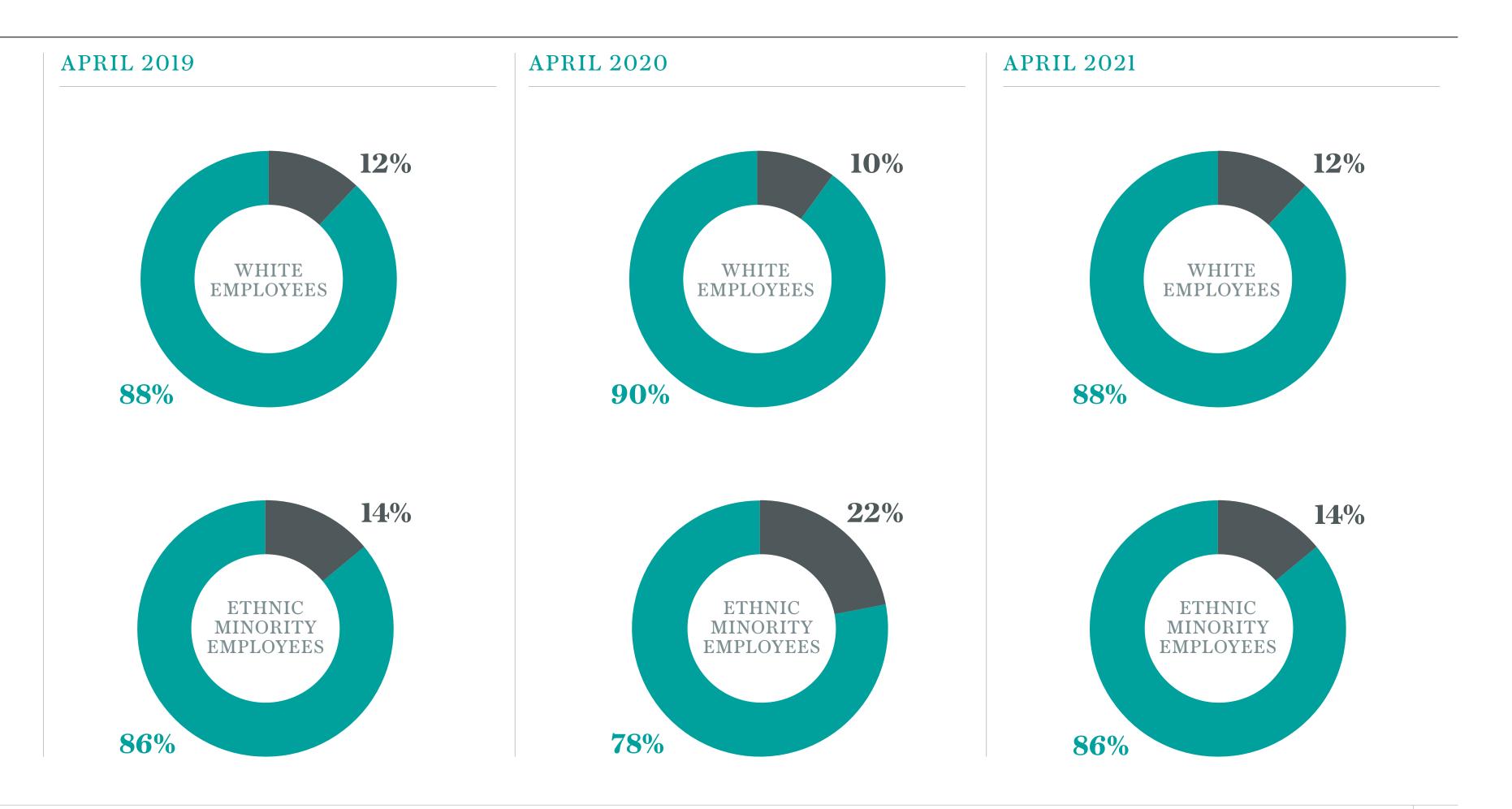


Ethnicity bonus gap

Proportion of people from ethnic minority backgrounds and people from white backgrounds receiving a bonus

RECEIVED BONUS

DID NOT RECEIVE BONUS



Closing the gap

Attraction and retention of talent

From April 2020-April 2021, company-wide we hired more women than men (53% compared to 46%) and this figure has increased since then to 59% women hired compared to 41% men from May 2021-February 2022. Additionally, at senior levels during this same period we have hired 57% women compared to 43% men into open positions. Whilst we recognise this is good progress, further work will continue to be done to ensure women are in roles in the top half of the company.

Across 2022/23, we have clear ambitions to increase the number of women and people from ethnic minority backgrounds in leadership positions. Later this year, we intend to launch a new Leadership Programme which will equip high-potential future leaders with training, insights, and experience. A key focus of the programme will be developing and enhancing the careers of those selected, with a particular focus on women and people from ethnic minority backgrounds. We will have set stretch targets for the programme in order to ensure success and high impact.

In addition, we will be running a Mentoring Scheme which will develop and nurture young diverse talent working at TMG, whilst fostering a greater sense of inclusion and breaking down hierarchies. The individuals selected for the scheme will gain new skills, exposure, insights and act as a key link between younger employees and senior leaders.

TMG offers a number of opportunities for staff to learn, develop and thrive at work to ensure

that we are retaining talent. In 2021, over 330 employees (64% female, 16% ethnic minority groups) participated in learning workshops; we matched over 80 mentors in Editorial (68% female) and Commercial teams (67% female); and almost 40 managers (50% female, 11% ethnic minority groups) have undertaken executive training.

In line with industry trends, women are currently under-represented in the fields of production, operations, design, engineering and technology; we continue to encourage more women into these areas. In the technology department we will be offering external mentoring to all female employees, as well as working with Tech Returners to offer an accessible route for developers and engineers returning to the workplace. We continue to be part of the Tech Talent Charter to drive greater inclusion and diversity in technology roles and will also offer Tech apprenticeships for promising young talent.

Additionally, our fair and transparent pay reviews and benchmarking processes across the entire business ensure that we are consistently focusing on areas of improvement and we continue to hold ourselves accountable and monitor progress across all areas.

Supporting future talent to improve the

Following its successful pilot in 2021, which saw 30 London sixth-formers take part, our Media Literacy Programme returns on a larger scale in 2022. This year the scheme will be rolled out to over 150 participating

students from diverse backgrounds to learn about the importance of quality, edited news in society.

Additionally, we invest in talent by running work experience placements, internships, apprenticeships and traineeships. In 2021, six editorial graduates joined the company (50% female, 33% ethnic minority groups) and 10 apprentices (80% female, 40% ethnic minority groups) who joined in 2020 successfully completed their apprenticeship in 2021. We partnered with specialist recruitment agencies which allowed us to identify high-potential candidates from underrepresented backgrounds for our 2022 intakes.

Progressive policies

We continue to promote greater diversity through our workplace policies and in 2021 we launched new progressive policies on: Transgender & Non-Binary; Menopause; Reasonable Adjustments and Domestic Violence and Abuse. Additionally, we have long-term investments which support working families and those with caring responsibilities. Our Equal Parental Pay policy, offers both new mothers and fathers 26 weeks full pay for parental leave, has resulted in 155 members of staff using the scheme since its launch in January 2019, 44% of whom have been fathers. Our Emergency Back-Up Care policy provides four free days back-up care for working parents and carers. Furthermore, The Telegraph has launched a Maternity Coaching Programme designed to support pregnant mothers through their transition to and from maternity leave.

Highlighting opportunities at TMG

We have been working with a range of specialist recruitment organisations, who support talent attraction by proactively promoting opportunities at TMG. We run inclusive hiring practises across all of our recruitment by working with diversity partners to widen our search, ensuring that we have inclusive language on all of our job descriptions and monitoring our data to ensure we have diverse applicant shortlists for roles at all levels across TMG as a whole. By strengthening our talent pipeline, we intend to increase the representation of women and people of ethnic minority backgrounds in senior positions as well as increasing our ethnicity balance across all levels of the company.

Promoting belonging through our employee networks

Our six inclusion networks: Women, Able (accessibility), Out Loud (LGBTQ+), Ethnic and Cultural Diversity, Well-being and Working Families; play an integral role in offering support to colleagues whilst fostering a greater sense of inclusion and belonging at TMG. Our employee networks run workshops and events to encourage a more open discussion around diversity in the workplace and promote positive action to improve representation of under-represented groups.