

TELEGRAPH MEDIA GROUP

Gender and Ethnicity pay gap report

2022

Introduction

We remain committed to diversifying our workforce and fostering an inclusive culture for everyone working at Telegraph Media Group. It is our ambition to both support and advance the careers of both women and ethnic minorities across the organisation. We are making progress, but we know there is still a way to go.

In 2022 our gender pay gap decreased, with a mean figure of 24.8% and a median figure of 17.1%. This is a mean reduction of 1.3% and a median reduction of 4% compared with April 2021. As in previous reports, we continue to include details of our ethnicity pay gap, which has a decreased median of 3.7%, down from 7.5% in 2021 and an increased mean of 25.3%. We have increased the number of employees from ethnic minority backgrounds by 3% since April 2021. We are delivering specific initiatives

and programmes that invest in talent, diversify the workforce and enhance staff well-being. These programmes include: a new Leadership Programme; Mentoring Scheme; a renewed focus on future talent programmes; and new progressive policies. This report outlines some of the activities we have been working on as well as what we plan to deliver in 2023 and beyond.

This document represents the time period 6 April 2021 to 5 April 2022, and a snapshot date of 5 April 2022. I confirm that the data contained in this report is accurate.

Nick Hugh
Chief Executive

CLOSING THE GAP

Learning and Development

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

In 2022 we launched a new Leadership Programme which equips high potential future leaders with training, insights, and experience. Over 60% of participants were female and this programme will continue this year. During 2022, over two-thirds of participants in workshops run through our learning and development academy were female. We also launched a mentoring scheme, with 100 participants from across the business.

Talent Development

Following its successful pilot in 2021, our Media Literacy Programme for sixth-formers continued in 2022, with more than 150 students learning about the importance of quality, edited news in society. This year, the scheme will be rolled out on a larger scale to more than 250 students from schools, colleges, youth zones and charities across the UK with a key focus on social mobility.

We also have a new talent development initiative that will launch later in the coming months (Q2) which will focus specifically on female leadership at TMG.

In 2022, we hosted a structured work experience programme for 9 candidates, supported by the Journalism Diversity Fund.

We continue to be a member of the Tech Talent Charter to drive inclusive hiring for our Technology and Operations departments. Additionally, through our new partnership with Tech She Can, we will be delivering workshops in schools in 2023 to help tackle gender imbalance and encourage careers in the technology industry.

Employee Networks

Our six networks: Women, Able (accessibility), Out Loud (LGBTQ+), embRace (ethnic and cultural diversity), Well-being and Working Families, support our staff and help to create an inclusive and accessible working environment for everyone. Network workshops and events drive issue-based engagement and provide peer support.

Workplace Policies

We provide a range of workplace policies including: maternity and paternity leave; emergency back-up care for working parents and carers; maternity coaching which supports mothers in their transition to and from maternity leave; paid dependant leave; paid fertility leave; and transgender & nonbinary, menopause, reasonable adjustments and domestic violence and abuse policies.

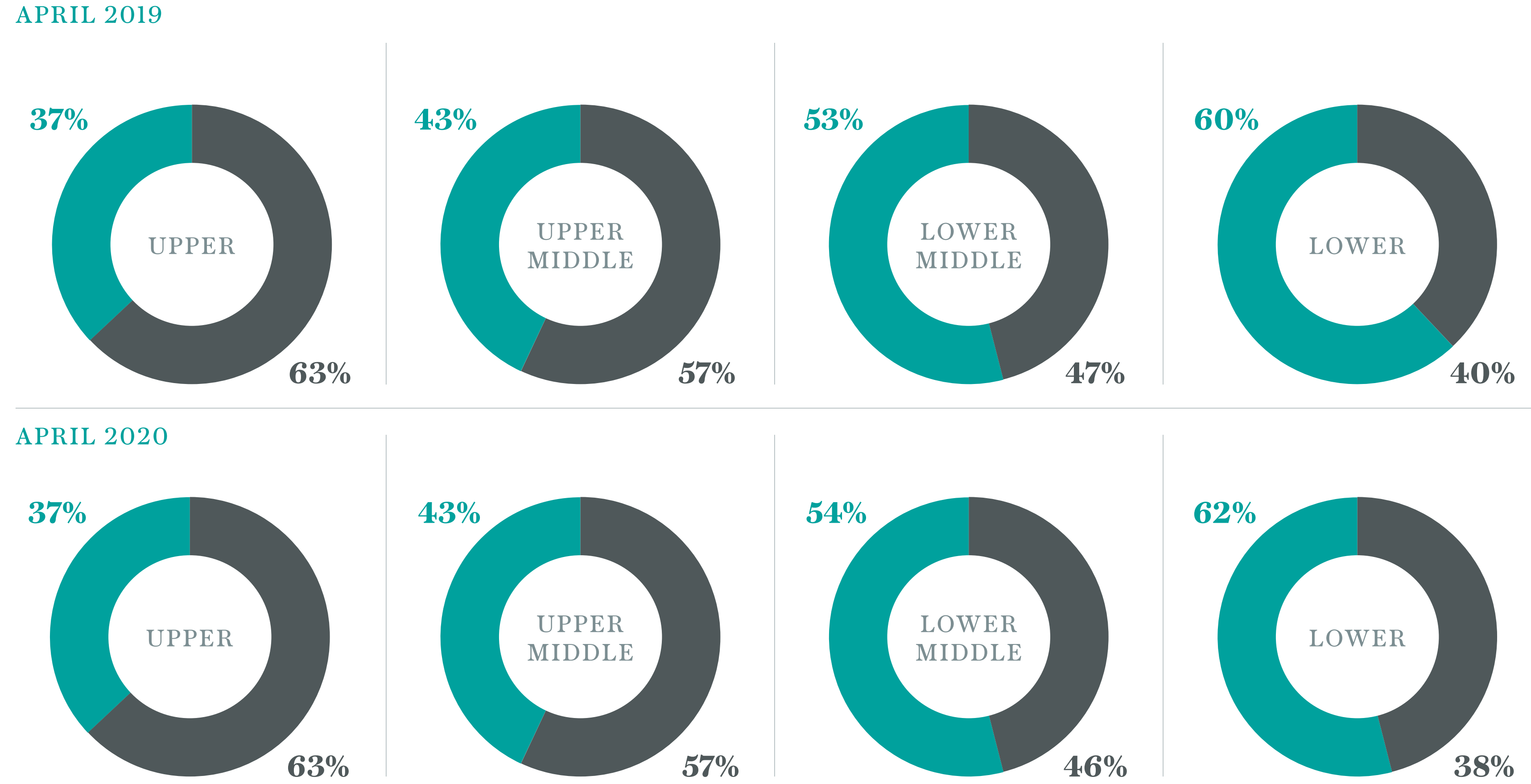
Our gender pay gap

	APRIL 2019		APRIL 2020	
	MEAN	MEDIAN	MEAN	MEDIAN
HOURLY PAY	20.6%	17.7%	20.5%	18.9%
BONUS PAY	26%	0%	23.4%	0%
	APRIL 2021		APRIL 2022	
	MEAN	MEDIAN	MEAN	MEDIAN
HOURLY PAY	26.12%	21.14%	24.8%	17.1%
BONUS PAY	54.03%	0%	51.3%	0%

Gender pay quartiles

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

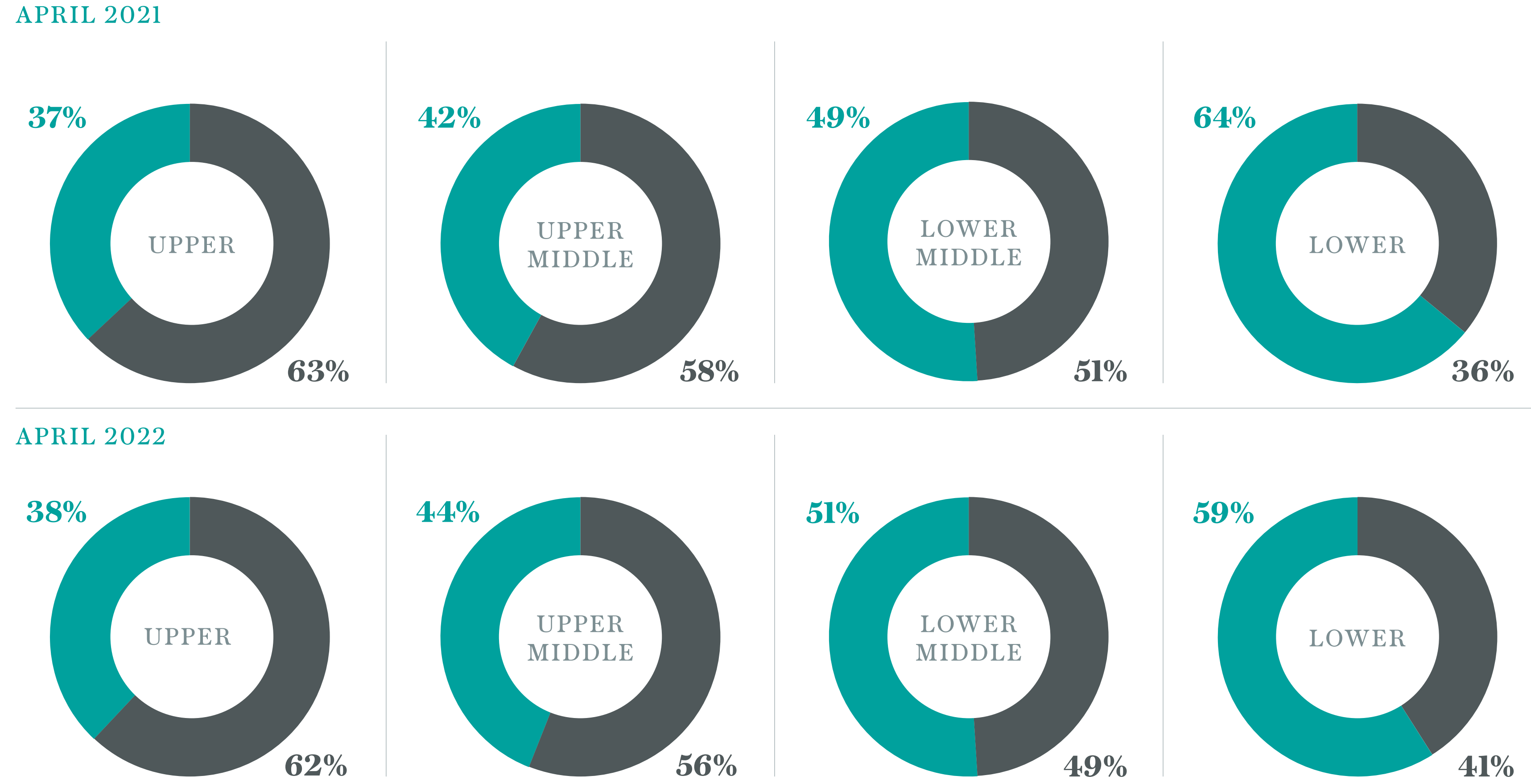
- WOMEN
- MEN



Gender pay quartiles

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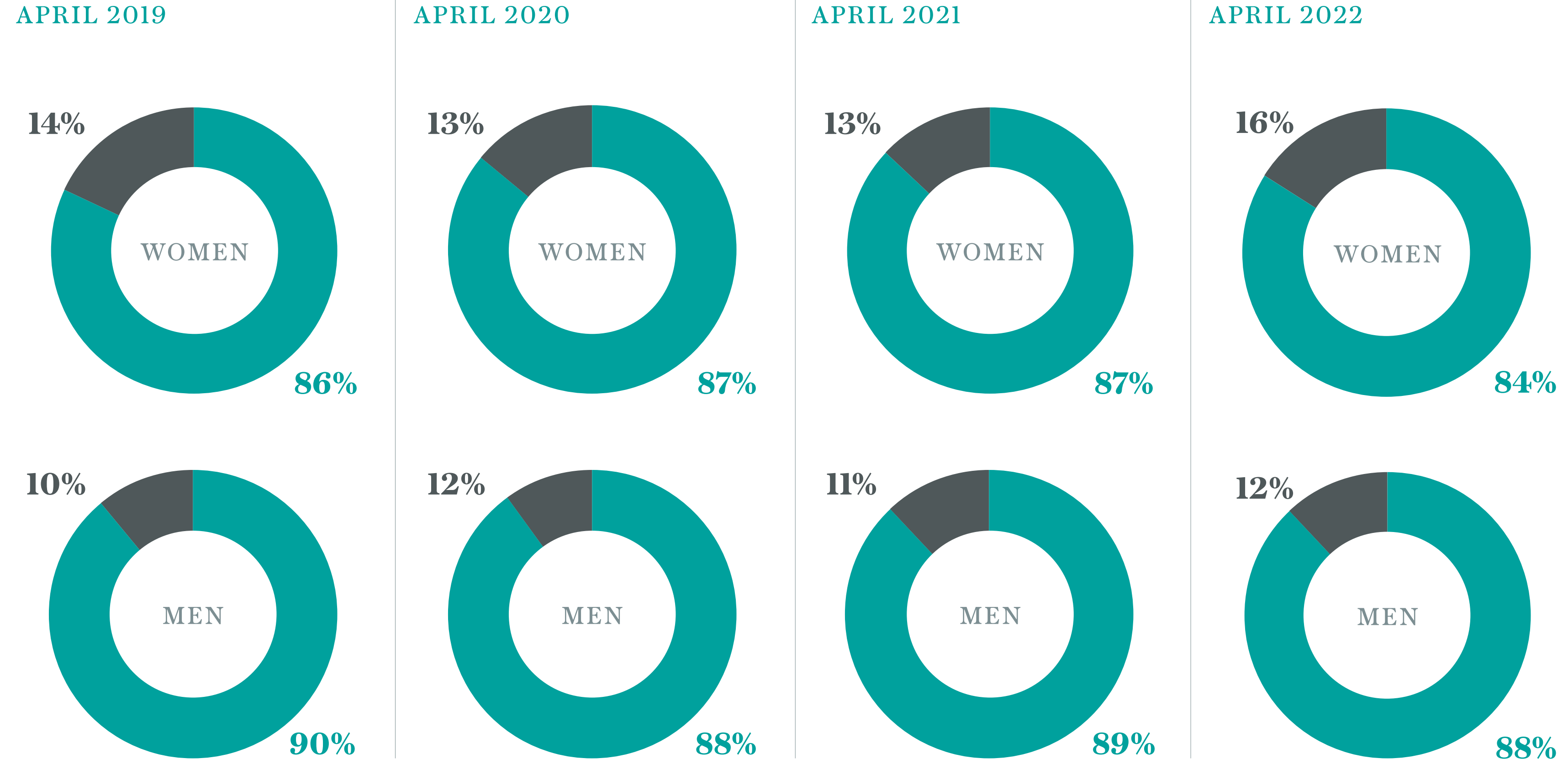
- WOMEN
- MEN



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



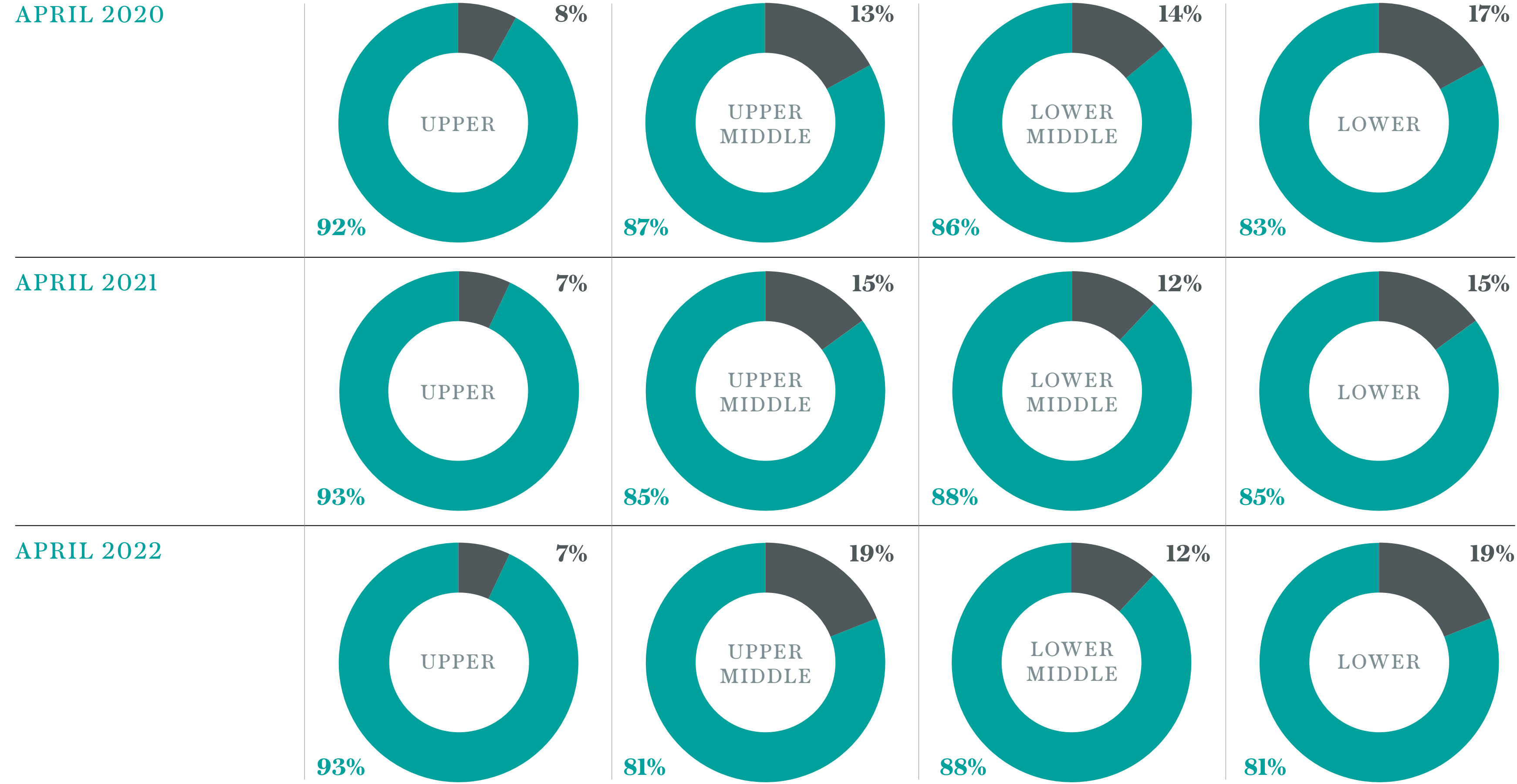
Our ethnicity pay gap

	APRIL 2019		APRIL 2020	
	MEAN	MEDIAN	MEAN	MEDIAN
HOURLY PAY	17.1%	10.3%	20.7%	12.2%
BONUS GAP	36.8%	0%	55.5%	0%
	APRIL 2021		APRIL 2022	
	MEAN	MEDIAN	MEAN	MEDIAN
HOURLY PAY	21.44%	7.45%	25.4%	3.7%
BONUS GAP	65%	0%	69.5%	0%

Ethnicity pay quartiles

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

- BAME
- NON-BAME

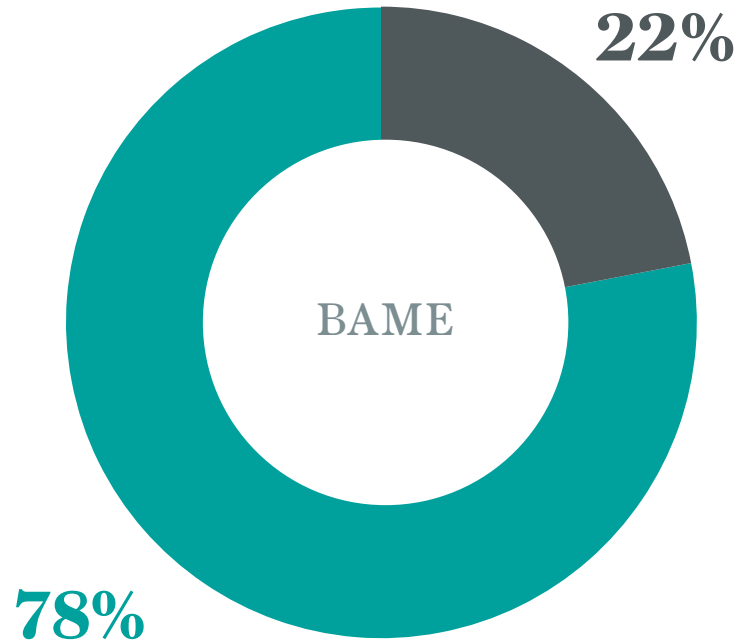
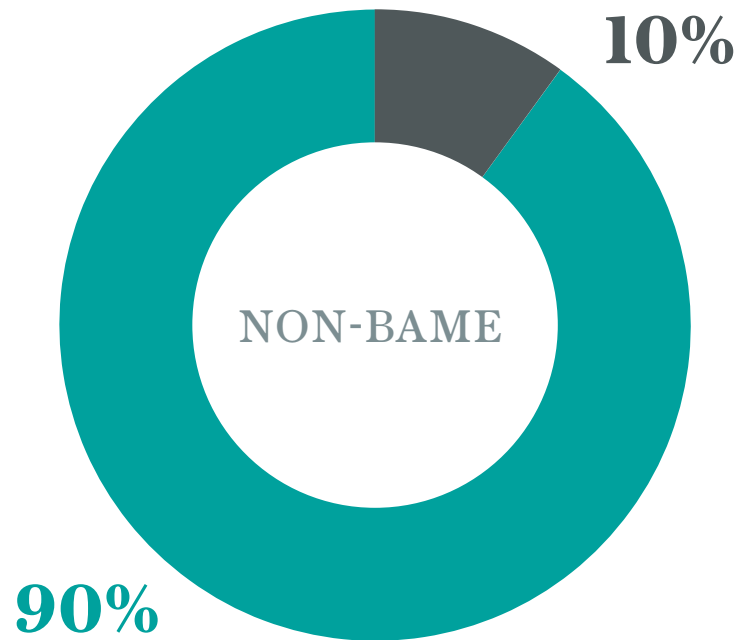


Ethnicity bonus gap

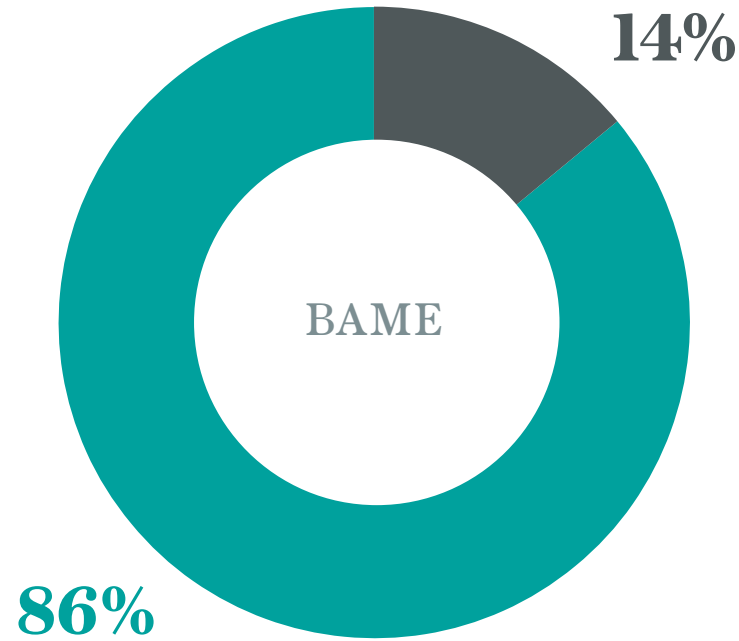
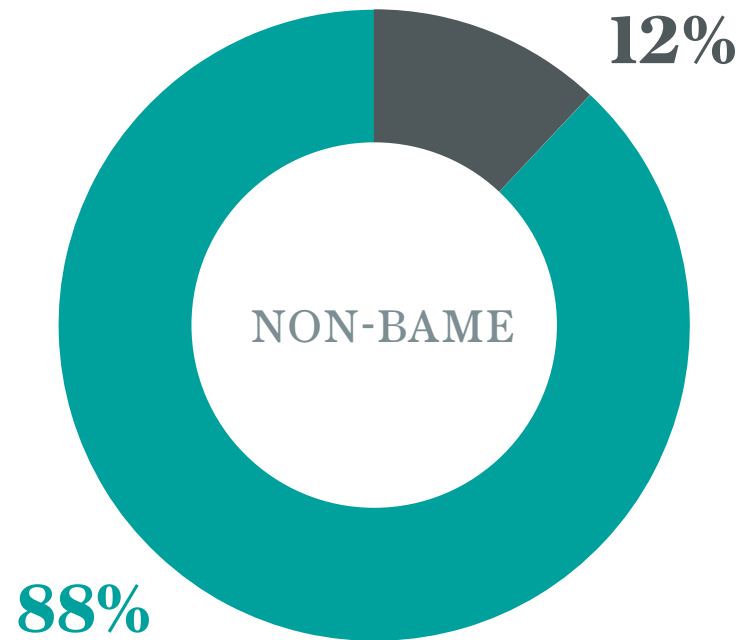
Proportion of people from ethnic minority backgrounds and people from white backgrounds receiving a bonus

- RECEIVED BONUS
- DID NOT RECEIVE BONUS

APRIL 2020



APRIL 2021



APRIL 2022

