

## GENDER PAY GAP INFORMATION 2020

There is a requirement for all UK companies with over 250 employees to report publicly on their gender pay gap. The information in this report has been prepared in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

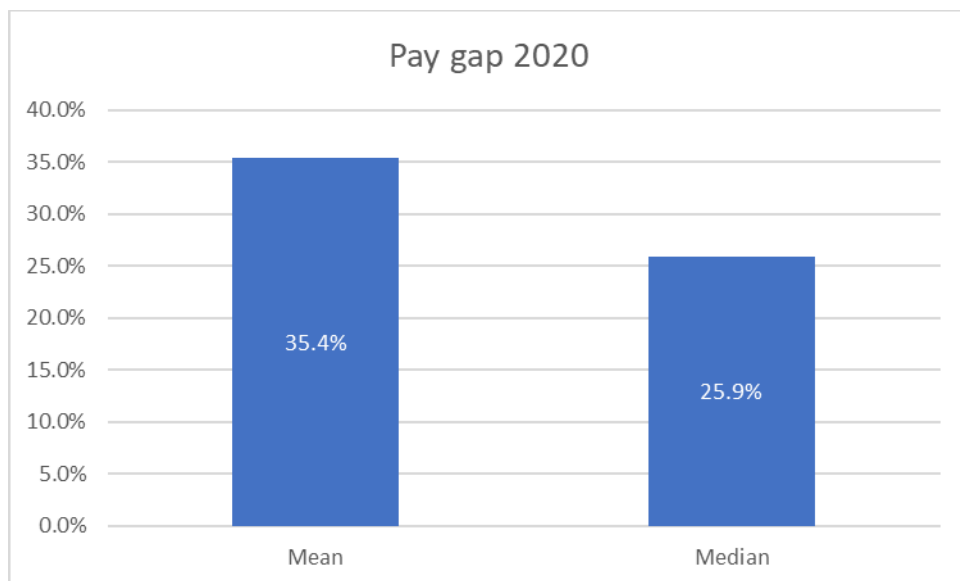
Centaur Media plc (“Centaur”) has prepared this report using data based on its 252 London office staff who were employed through Centaur Communications Limited (“CCL”) as at the snapshot date of 5<sup>th</sup> April 2020. In addition, at the snapshot date the group employed staff at its Portsmouth office under the MarketMakers and Really B2B brands. However, this office was closed in 2020 and the remaining employees working under the Really B2B brand were transferred onto the CCL payroll in September 2020 and will be included in our 2021 data.

A gender pay gap exists as different jobs pay different salaries and the number of men and women doing those jobs varies. This should not be confused with equal pay which is the difference in pay rates between men and women undertaking similar roles.

- The Gender Pay Gap is based on hourly rates of pay as at 5<sup>th</sup> April 2020.
- The Bonus Pay Gap is based on bonuses and commissions paid in the 12 months prior to 5<sup>th</sup> April 2020.
- The national average median gender pay gap is 15.5% (source: Office for National Statistics).
- The mean average is the total sum of all payments divided by the total number of employees.
- The median average is the midpoint of the set of data.
- You can search the official gender pay gap website here <https://gender-pay-gap.service.gov.uk/Viewing/search-results> for other companies’ reported figures.

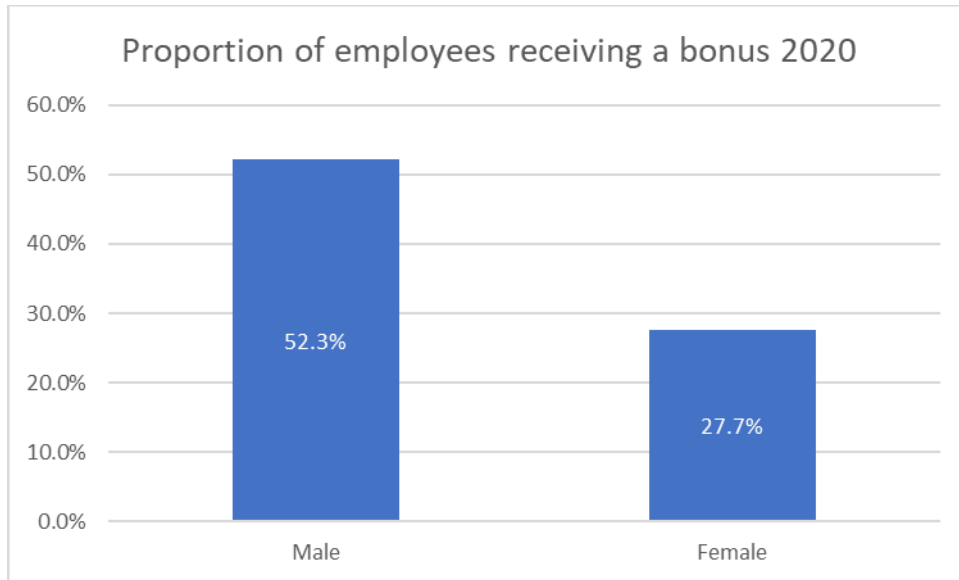
### Mean and Median Gender Pay Gap

The chart below shows the mean and median pay gaps for all employees based on their hourly rates of pay on the snapshot date.

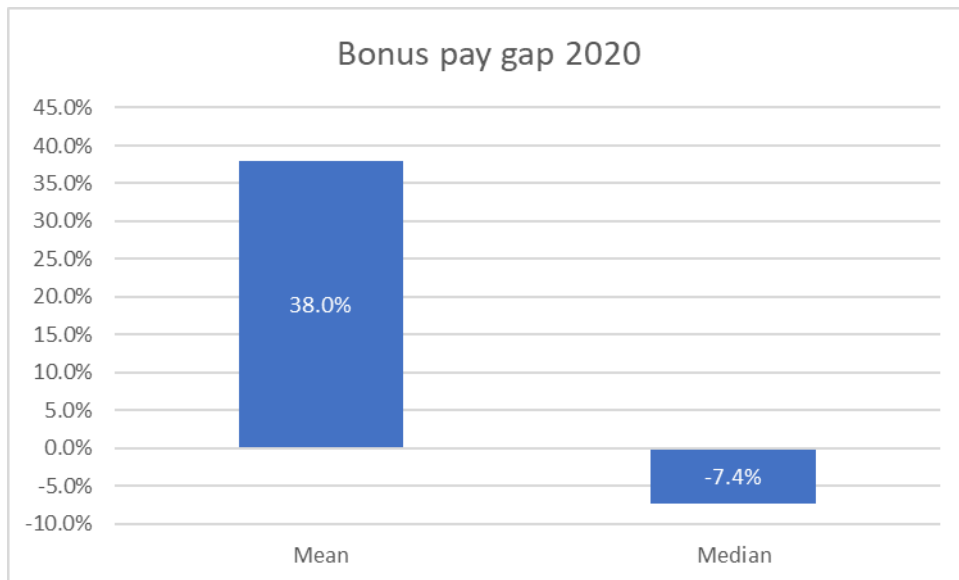


## Gender bonus gap

The chart below shows the proportion of all Centaur relevant employees at the snapshot date who received a bonus in the 12 month period ending on the snapshot date.



The chart below shows the mean and median bonus pay gaps of all Centaur relevant employees at the snapshot date who received a bonus in the 12 month period ending on the snapshot date.

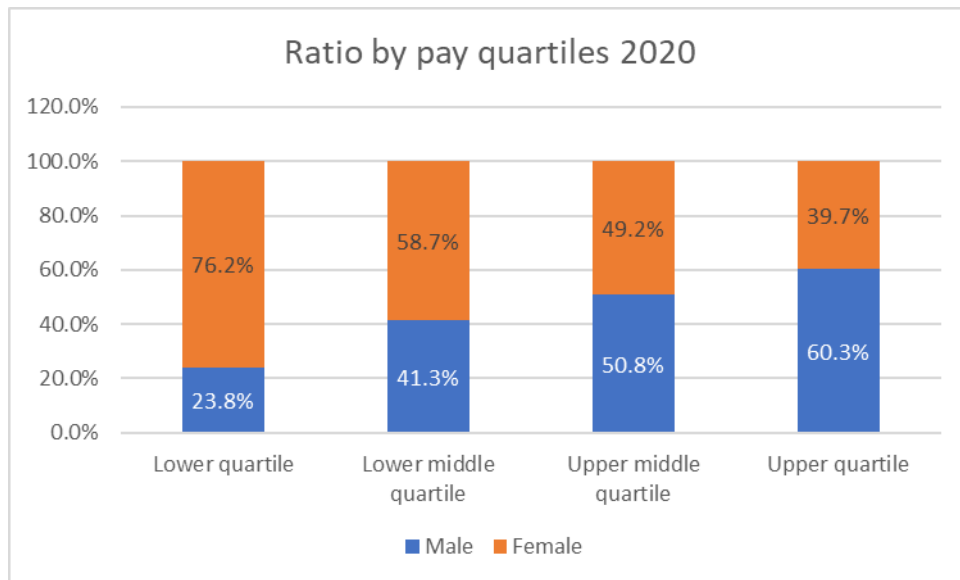


There are several factors contributing to both the pay and bonus gap as follows:

- We have more men employed in both management and sales roles who can earn a bonus or commission
- Circa 10% of our employees have a formal reduced working arrangement who receive a pro-rated salary and bonus or commission payments. Of this number, more than three quarters are female including the Company Secretary, Group Head of HR, the Chair of Oystercatchers and the Research Director. We also have several senior male working reduced hours including the Managing Director of The Lawyer and the Founder & President of Econsultancy. Many more staff have informal flexible working arrangements
- A total of 18 women took enhanced parental leave during the reporting period, which has an impact on bonus and commission payments.

## Pay quartiles

The chart below illustrates the number of men and women in each pay category.



Our male to female ratio remains well balanced with 56% of staff being female and we retain a strong representation of women at senior level. 33% of our Board members are female, 20% of our Executive Committee are female and 33% of our Senior Leadership Team are female. Women are also well represented in the upper middle quartiles indicating that we have some strong emerging female leaders.

## Summary

The Centaur group has been through a period of significant change and restructure over the past two years; we continue to adopt a pro-active approach to diversity through our recruitment strategy, policies and working practices and are constantly looking for ways to attract and retain the best people for the job regardless of their background, gender or ethnicity. All London based staff are paid above the London Living Wage and at the end of 2019 we launched the DICE (Diversity, Inclusion, Culture, Engagement) panel. It has been instrumental in developing our Diversity and Inclusivity Agenda. 2020 saw the publication of our Diversity and LGBT+ pledges and Gender and Disability pledges are also on track for delivery this year. One of the outputs of the Gender Working Group will be an action plan to close our Gender Pay Gap.

We also have several family friendly policies including enhanced maternity and paternity leave and flexible work options. Home working has been in place for all staff since the outbreak of Covid and has worked very well – we will ensure this remains a key part of our flexible working options going forward.

In the future, we will aim to publish our data as soon as possible each year to provide an up to date view of our progress and we also plan to publish our ethnicity pay gap this year.