

## GENDER PAY GAP INFORMATION 2021

There is a requirement for all UK companies with over 250 employees to publicly report 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.

### Background

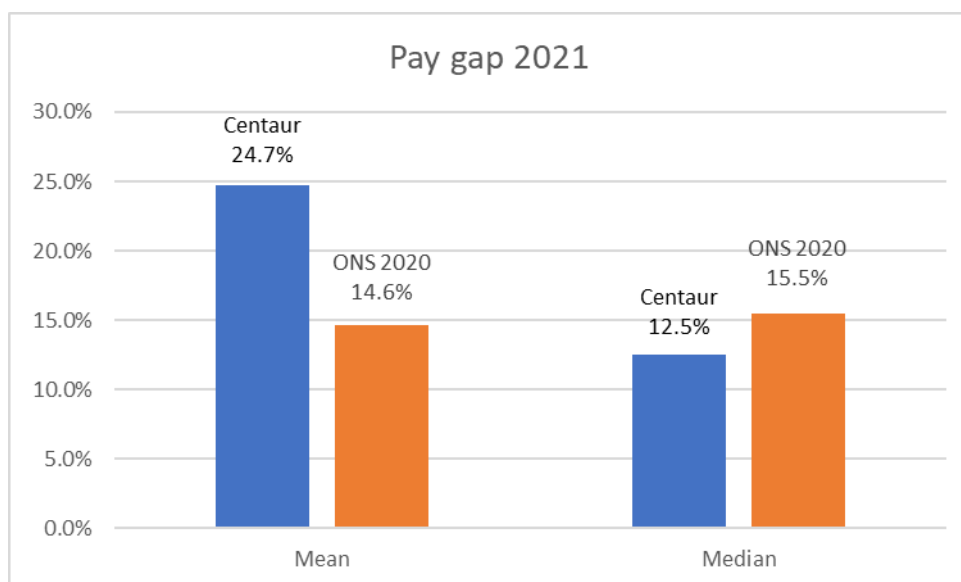
Centaur Media plc (“Centaur”) has prepared this report using data based on its 296 employees who were employed through Chiron Communications Limited (“CCL”) as at the snapshot date of 5<sup>th</sup> April 2021. These employees include staff who were previously employed by Market Makers Incorporated Limited at the group’s Portsmouth office under the Really B2B brand. The Portsmouth office was closed in 2020 and the remaining employees working under the Really B2B brand were transferred onto the CCL payroll in September 2020.

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 2021 for all full-pay relevant employees.
- The Bonus Pay Gap is based on bonuses and commissions paid in the 12 months prior to 5<sup>th</sup> April 2021 for all relevant employees.
- 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.

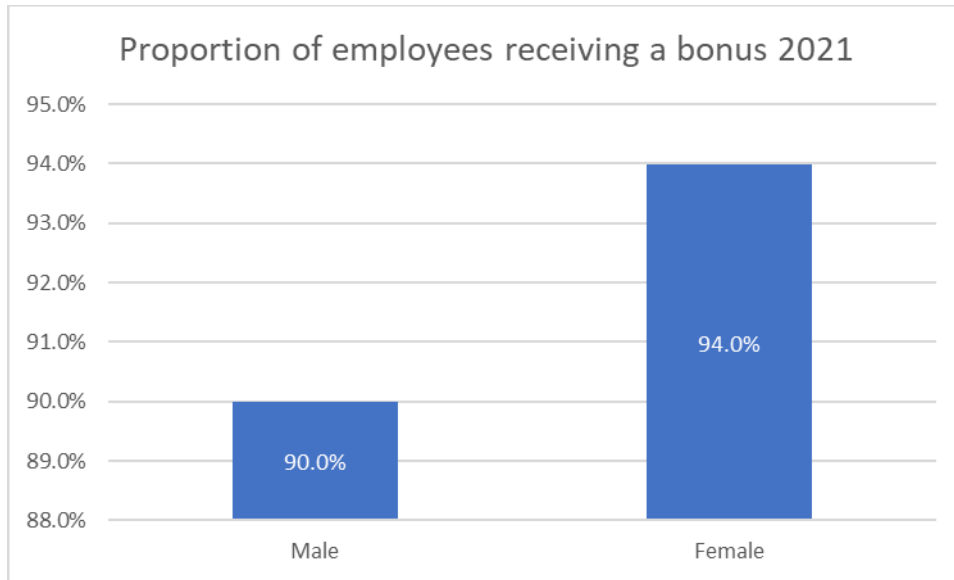
### Mean and Median Gender Pay Gap

The chart below shows the mean and median pay gaps for all Centaur full-pay relevant employees at the snapshot date based on their hourly rates of pay and also compares this against the Office of National Statistics (“ONS”) figures for 2020 (2021 figures not available).

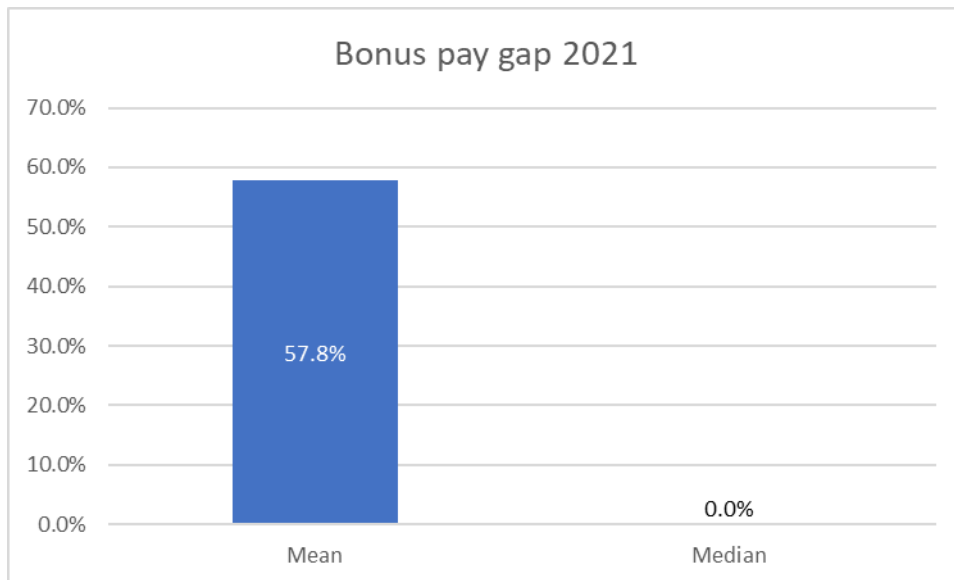


## Gender bonus gap

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:

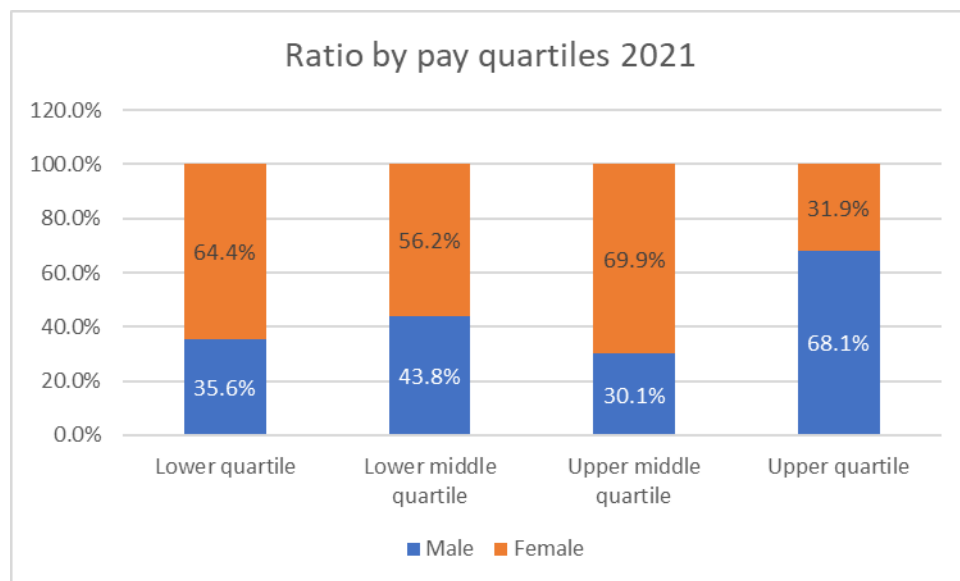
- We had more men employed in both management and sales roles who can earn a bonus or commission
- Circa 10% of our employees had a formal reduced working arrangement who receive a pro-rated salary and bonus or commission payments. Of this number, more than three quarters were female including the Company Secretary, Group Head of HR, the Chair of Oystercatchers and the Research Director. We also had 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
- Both the mean pay gap of 24.7% (2020: 35.4%) and median pay gap of 12.5% (2020: 25.9%) have decreased in the year due mainly to the increase in female employees in the upper middle pay quartile.
- All staff employed at 31 December 2020 were awarded a minimum bonus of £500 resulting in 92% (2020: 38%) of employees at the snapshot date receiving a bonus in the 12 months up to the snapshot date and a median

bonus pay gap of 0% (2020: -7.4%). However, the mean bonus pay gap increased to 57.8% (2020: 38%) as a result of the higher number of female employees in the lower pay quartiles who received the minimum bonus.

- A total of 20 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 quartile.



Our male to female ratio remains well balanced with 56% (2020: 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 (increased to 40% in August 2021) and 33% of our Senior Leadership Team are female which has remained unchanged from 2020. However, our newly created Centaur Strategy Group has a 57% male, 43% female split. Women are also well represented at 69.9% (2020: 49.2%) in the upper middle quartile indicating that we have strong emerging female leaders.

## Summary

It is encouraging to see the improvement in our pay gap, however, there is still more to do. 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 continue to be paid above the London Living Wage and all staff were awarded a discretionary bonus in March of this year to recognise their efforts and performance during 2020. DICE (our Diversity, Inclusion, Culture, Engagement panel) continues to play a key role in developing our Diversity and Inclusivity agenda in addition to supporting our ESG programme and ensuring the Board receive regular feedback. Since the 5<sup>th</sup> April 2021 snapshot date, we have made three senior female external hires in addition to two senior internal appointments.

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 are commencing our return to the office in Q4 2021 and have adopted a hybrid working model where the majority of our people will attend the office for two to three days per week. This will further support our family friendly policies. A “buddy support” programme is also being implemented to help maternity returners.

We will continue to aim to publish our data as soon as possible each year to provide an up to date view of our progress.