

UK
Gender Pay Gap Report
2018

Fremantle



Fremantle welcomes the opportunity to share our UK gender pay gap report for 2018.

In headline, our data shows a mean pay gap of 15% and a median pay gap of 5%, based on hourly rates. Last year, we reported a mean pay gap of 32% and a median pay gap of -9%.

As we explained at the time, these figures were not fully representative of our UK workforce. This was because the Government only required information about employees in FremantleMedia Ltd – which included what was then FremantleMedia UK, FremantleMedia Kids & Family and FremantleMedia International – but excluded the entirety of Group.

All UK employees now sit together in one company, meaning this year's report accurately reflects our UK workforce. Throughout this year's report, we have set out the data in as much detail as possible and provided further context where we can.

It's important to remember that these issues are not unique either to us or our industry, and that we are committed to supporting and developing everyone who works at Fremantle. We are already taking a number of steps to address our gender pay gap in the UK – which we outline within this report. However, these numbers remind us that there is always more we need to do. There is not a quick fix to some of these issues and I fully expect this work will need to carry on into the future.

Earlier this year our CEO, Jennifer Mullin, launched our global Creative Responsibility strategy, which is focused on ensuring that Fremantle is a more creative, diverse and inclusive organisation. We are absolutely committed to delivering this on screen and off, at all levels and in all parts of the business.

Nicky Gray
HR Director, Fremantle

Our UK Gender Pay Gap figures 2018

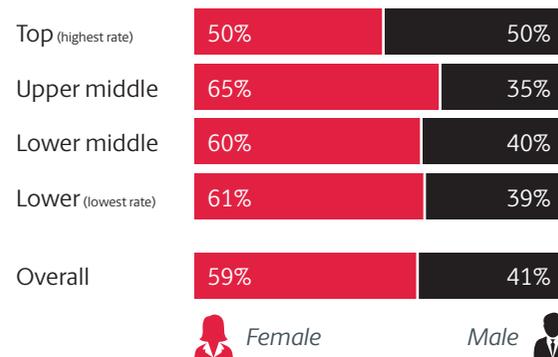
All UK employees now sit under one umbrella, meaning this year's report is much more reflective of our UK workforce. Last year our figures were not fully representative of our UK workforce, as the Government only required information about employees in FremantleMedia Ltd - which included what was then FremantleMedia UK, FremantleMedia Kids & Family and FremantleMedia International - but excluded the entirety of Group.

	2017 UK national average* 	Fremantle 2018	Fremantle 2017
Mean pay gap	12.5%	15%	32%
Median pay gap	10.6%	5%	-9%

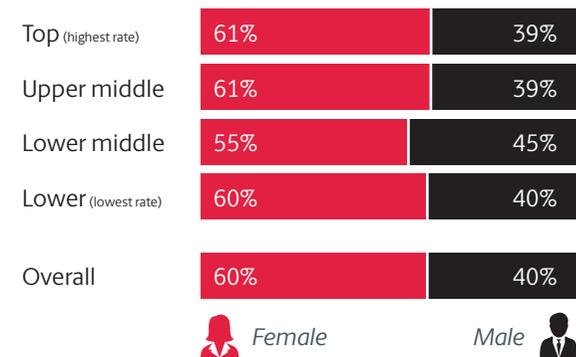
*Data from the 2017/18 gender pay gap report which can be found at <https://gender-pay-gap.service.gov.uk>

A negative figure is shown where the median woman is paid more than the median man.

Pay quartiles 2018



2017



Our UK Gender Pay Gap figures 2018 – bonuses

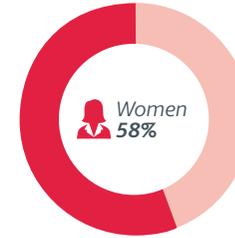
Bonuses

When the business achieves a strong financial performance, we like to reward our employees and, as such, there is a discretionary bonus scheme for Fremantle employees in the UK. We also operate a separate bonus scheme for the senior leadership and a sales bonus scheme within International.

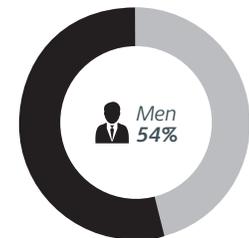
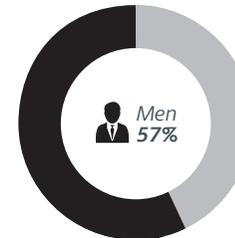
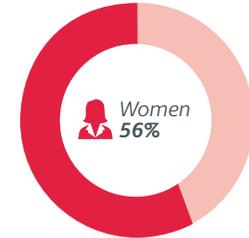
Within the gender pay gap legislation reporting, the bonus calculation does not let us take into account the actual hours worked (e.g. if someone works part-time) and convert this to a full-time equivalent figure. Fremantle works hard to attract and retain a diverse workforce and the fact that we have a significant number of female part-time workers means that the calculation is not a true reflection of the gap.

Who received bonus pay?

2018



2017



2018

2017

Mean bonus gap

8%

84%

Median bonus gap

18%

9%

What we are doing to address the gender pay gap:

Equality Network

Chaired by our Director of Global Drama, Sarah Doole, the network is open to all those across the company who identify with the challenge of equality, in all its forms, in the workplace. The network has representatives from across the business who want to raise and challenge issues, and has a mandate to inspire change through education, events and peer support.

If you would like to join the network, search for the group on Workplace or email equality@fremantle.com

Mentoring scheme

Fremantle is part of the wider Bertelsmann Mentoring Scheme, which opens every year for applications. The scheme is an opportunity to connect staff and encourage knowledge sharing from across the Bertelsmann companies. In 2019, we will also be launching our own mentoring scheme within Fremantle, which will focus on supporting and developing staff across our UK business. This will include encouraging and supporting more of our talented female colleagues to progress and thrive in their careers.

Flexible working

We have a long-standing commitment to offer all employees the chance to apply for flexible working. A considerable number of our workforce currently work flexibly across the business and we try to accommodate this where possible, at all levels within the organisation.

Business coaching

We host monthly business coaching sessions to give all employees the opportunity to speak to an external coach about ways to progress their career and overcome challenges. Since we started running these sessions in 2016, a massive 72% of the appointments have been attended by female colleagues.

Health and wellbeing events

We run regular events and workshops to support your health and wellbeing – covering all topics from sleep to resilience. We are also pleased to launch the annual Health Day this year, with a whole host of activities to inspire a healthier lifestyle. Join the Workplace group to find out more.

Maternity and adoption pay

We offer generous enhanced maternity and adoption pay to employees.

Interview skills

We encourage managers to select a wide and diverse pool of candidates, ensuring shortlists include women where possible. Training is available for managers to ensure interviews are run with approved structure, objectives and are assessed on skills.

Salary benchmarking

We regularly conduct salary benchmarking exercises to ensure that we are open and transparent about the process by which we set salaries and we are committed to doing this more regularly.

Training and development

We are passionate about giving our employees the tools they need to develop their careers and offer a range of training, including:

- Equal opportunities and diversity training
- Mental health awareness for managers
- Management essentials course
- Influence and impact sessions

All employees have the opportunity for an annual personal development review to ensure that their needs are addressed and supported.

Fremantle



I confirm that our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Jennifer Mullin
CEO, Fremantle