

UK Gender Pay Gap Report 2017





As many of you will know, Gender Pay Gap reporting regulations came into effect in the UK in April 2017,

meaning that employers with 250 or more employees are now required to publish data every year, showing how large the pay gap is between their male and female employees.

FremantleMedia Ltd. falls into that category, and we welcome the opportunity to share our report today.

In headline, our data shows a mean pay gap of 32% and a median pay gap of -9%, based on hourly rates.

Throughout this report we have set out the data in as much detail as possible, including more information about our wider UK workforce, how the median and mean gaps are calculated, and providing further context.

We have done this not only to be more transparent, but because these numbers are just one part of a much broader story.

They exclude, for example, everyone who works for FM Group Ltd. – because Group Ltd. employs fewer than 250 people. As such, they exclude the majority of our senior leadership where, rightly, we have a very good story to tell. That story isn't told in the numbers on the Government website.

Instead, the numbers we are legally obliged to publish include employees and freelancers at FremantleMedia Ltd., which includes FremantleMedia UK, FremantleMedia Kids & Family and FremantleMedia International employees in the UK. International FMI colleagues – all our global colleagues, for that matter – sit outside these figures.

These figures therefore represent a small snapshot of who we are as a global company.

Nonetheless, they do highlight some important issues which we need to understand and address. While we should be pleased that our median gap of -9% is far lower than the national average, the mean pay gap is not.

We are already doing a number of things to address this gap – but these numbers remind us that there is more we can do to support and develop everyone who works at FremantleMedia.

These issues are not unique either to us or to our industry. We therefore need to be realistic about the time and collective effort it will take to bridge the gap. But we must not let that deter our efforts.

On screen and off, at all levels and in all parts of the business, diversity and inclusion matter – and we are committed to playing our part.

Nicky Gray
HR Director, FremantleMedia Group

What's the difference between the gender pay gap and equal pay?

Gender pay gap is the measure of difference in the mean and median pay of men and women – regardless of the nature of their work – across an entire organisation, business sector, industry or the economy as a whole.

It is different from an equal pay comparison, which would involve direct comparison of two people or a group of people carrying out the same, similar or equivalent work.

How are the mean and median gaps calculated?

Usually known as the average, the **mean** is calculated when you add up the hourly rates of all employees and then divide the figure by the number of employees. **The mean gender pay gap is the percentage difference between mean male hourly pay and mean female hourly pay.**

Mean = Average



The **median** is the figure that falls in the middle of a range, when everyone's hourly rates are lined up from smallest to largest. **The median gap is the percentage difference between the employee in the middle of the range of male hourly rates and the middle employee in the range of female hourly rates.**

The median is typically a more representative figure as the mean can often be skewed by a handful of highly paid employees.

Median = Middle



How are the pay quartiles calculated?

Pay quartiles are calculated by listing the rates of pay for each employee from lowest to highest, before splitting that list into four equally-sized groups by headcount and calculating the percentage of males and females in each.

Quartiles = Four groups



Our 2017 UK Gender Pay Gap figures

FM Ltd. – which comprises employees and freelancers based in London at FM UK, FM Kids & Family and FM International – has more than 250 employees so it is the part of the business on which we are legally required to report. FM Group Ltd. has fewer than 250 employees but, by including it, we get a truer picture of our UK workforce and, as such, our UK gender pay gap.

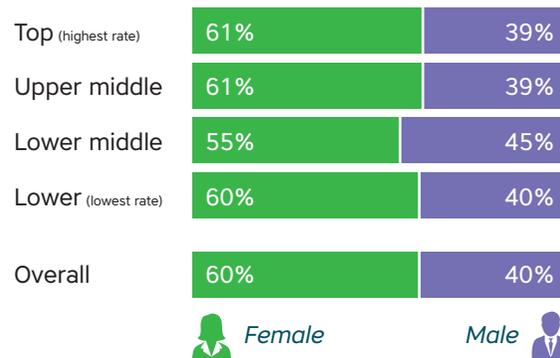
	UK national average* 	FREMANTLEMEDIA Ltd. 	FREMANTLEMEDIA Ltd + Group Ltd. 
Mean pay gap	17.4%	32%	16%
Median pay gap	18.4%	-9%	-1%

*Based on estimates from the National Office of Statistics' Annual Survey of Hours and Earnings 2017.

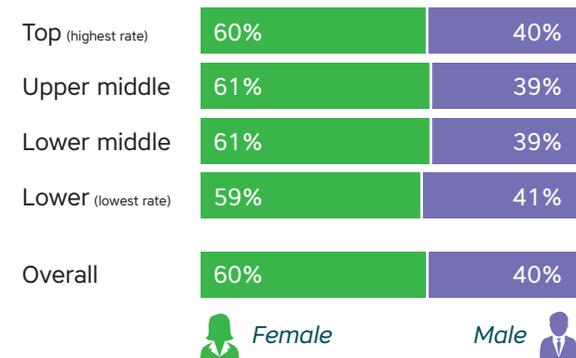
A negative figure is shown where the median woman is paid more than the median man.

Pay quartiles

FM Ltd.



FM Ltd. + FM Group Ltd.



Our 2017 UK Gender Pay Gap figures – 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 FremantleMedia employees in the UK. We also operate a separate bonus scheme for the senior leadership and a sales bonus scheme within FM International.

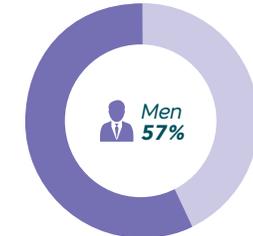
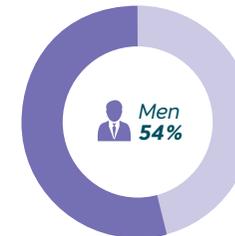
These numbers are from the reporting period April 2016 - April 2017, as required by Government legislation, and there are some one-off exceptional items from this period which have significantly affected our averages.

Within this legislation, the bonus calculation does not let us take account of the actual hours worked (e.g. if someone works part-time) and convert this to a full-time equivalent figure. FremantleMedia 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?

FM Ltd.

**FM Ltd.
+ FM Group Ltd.**



FREMANTLEMEDIA 
Ltd.

FREMANTLEMEDIA 
Ltd. + Group Ltd.

Mean bonus gap

84%

54%

Median bonus gap

9%

18%

What we are already doing to address the gender pay gap:

Flexible working

We have a long-standing commitment to offer all employees the chance to apply for flexible working. We have a considerable number of our workforce who 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.

Maternity and adoption pay

We offer generous enhanced maternity and adoption pay to employees, to support them at this stage.

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
- Resilience and well being training
- Management essentials courses
- Influence and impact sessions

All employees have a Personal Development Review to ensure that their needs are addressed and supported.

What we're going to do:

Launch the Fremantle Equality Network

Chaired by our Director of Global Drama, Sarah Doole, the network will be open to all those across the company who identify with the challenge of equality, in all its forms, in the workplace. The network will have a rotating steering committee with representatives from across the business, who meet quarterly to raise and challenge these issues, with a mandate to inspire change through education and debate.

If you would like to join the Fremantle Equality network please email equality@fremantlemedia.com

Initiate a mentoring scheme

We are relaunching a company-wide mentoring scheme to connect staff, strengthen our global network and encourage knowledge-sharing across the company.

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



Cecile Frot-Coutaz
CEO, FremantleMedia Group