

FRONTLINE GROUP GENDER PAY GAP REPORT 2018

INTRODUCTION

The Frontline Group is the UK's leading magazine sales, marketing and distribution company representing over 60% of the UK market and over 75% of export sales. Our passion for innovation creates industry leading solutions for our Partners and our clients.

In turn we work hard to create a culture where all are appreciated and supported, where opportunities are open to all, where people treat each other with respect and expect and get the same in return whatever their background, race or gender.

Our approach to pay is no different, the key factor behind our gender pay gap is the balance of men and women across job levels.



Frank Straetmans
Chief Executive Officer

A handwritten signature in black ink that reads "Frank".



Fiona Winchester
Head of HRD

A handwritten signature in black ink that reads "Fiona".

WHAT IS THE GENDER PAY GAP?

The gender pay gap is a measure of the UK labour market or workplace disadvantage, expressed in terms of a comparison between men's and women's average hourly rates of pay (total earnings) and bonus.

The gender pay gap should not be confused with equal pay.

Our data refers to the earnings of our UK based workers for the 12 month period ending April 2018.

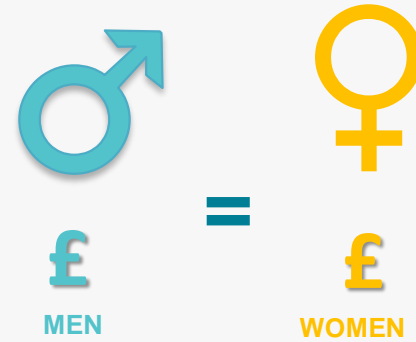
THE GENDER PAY GAP...

is a measure of the **difference** in the average hourly rate of pay of **men** and **women**.



EQUAL PAY...

is **men** and **women** being paid the **same** for the same work.

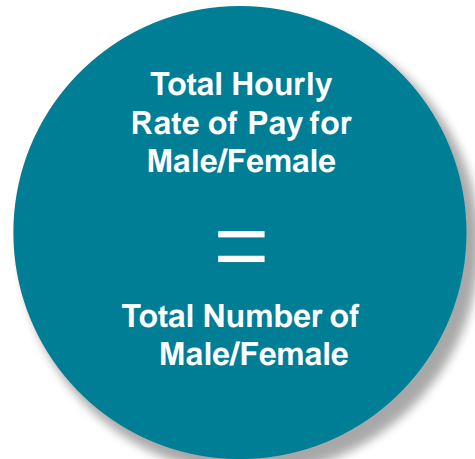


UNDERSTANDING THE GENDER PAY GAP

HOW ARE THE MEDIAN AND MEAN GAPS CALCULATED?

Mean

The mean gender pay gap looks at the percentage difference in average hourly pay of the women at The Frontline Group as compared with the men.

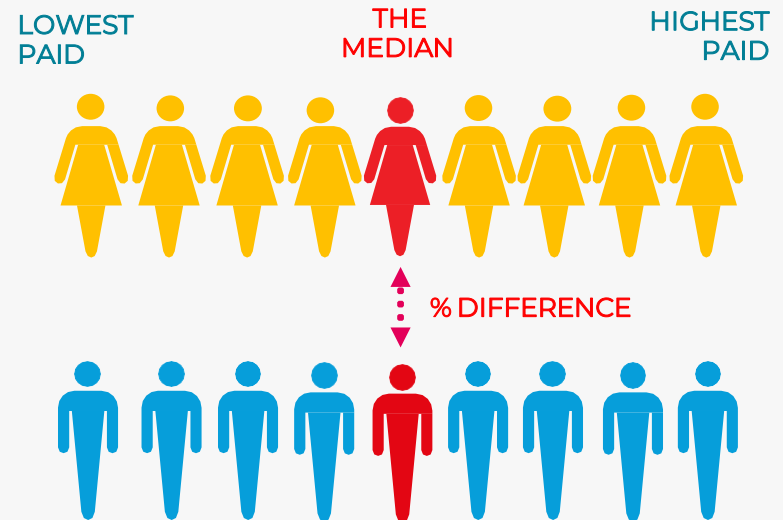


The median and mean calculations have also been used to calculate the percentage difference of bonus payments made over a twelve month period to both female and male employees.

Median

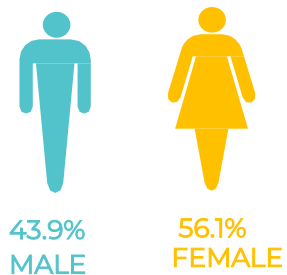
The median gender pay gap reflects the percentage difference in pay between the middle person in a ranking of highest to lowest paid women and men, respectively.

One way of looking at this is lining up all **female employees** in order of their hourly rate of pay and then doing the same for all **male employees**. Then taking the female employee who is in the middle of their line and the male in their line and calculating the percentage difference between the two.



OUR RESULTS: FRONTLINE GROUP

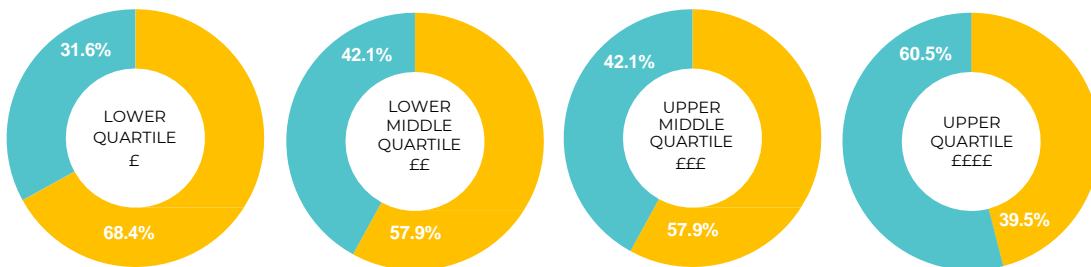
OUR UK WORKFORCE IS:



FRONTLINE GROUP	MEAN (Average)	MEDIAN (Average)
GENDER PAY GAP	28.1%	18.8%
NATIONAL AVERAGE*	14.2%	12.0%

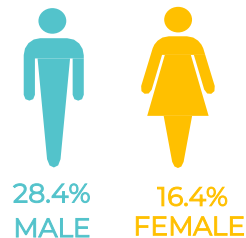
*The National Average figures are based on data available 4th April 2019.

PROPORTION OF MALES AND FEMALES ACCORDING TO PAY QUARTILES



BONUS GENDER PAY GAP

% OF GENDER RECEIVING BONUS



BONUS GENDER PAY GAP	MEAN	MEDIAN
	53.4%	41.7%

DEFINITIONS

Pay = Salary, bonuses and allowances received, less salary sacrifice deductions, pro-rated for contracted hours.

Bonus = Payments in twelve months to April 2018 defined as bonus and commission

Receiving Bonuses = Percentage of workers receiving bonus or commission in year, as total of each gender.

Quartile = Employees ranked by hourly rate (lowest to highest), split into four groups.

KEY FEMALE MALE

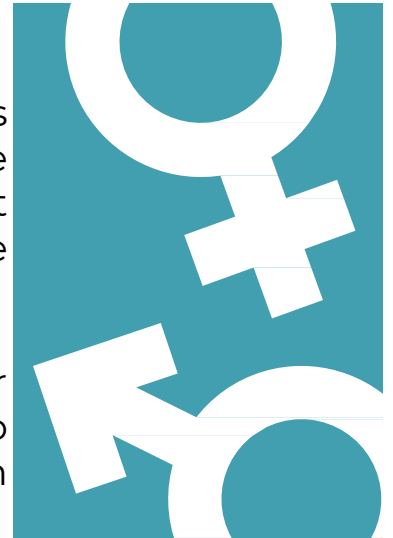
WHAT DO OUR RESULTS MEAN?

This is the first year that the Frontline Group has been required to report their data, though as part of the Bauer Media Group our Gender Pay Gap was calculated in April 2017. During the later part of 2017 the Frontline Group also experienced a period of phenomenal growth and expansion including acquiring two new businesses. The data analysis conducted for April 2018 does show we have an increased gender pay gap.

It is important not to get lost in the numbers as they only provide a snapshot of the information. For example the data does not take into account specifics such as job level, managerial responsibility, job function and it only takes into account the average hourly rate for male and female employees.

To be compliant with reporting requirements we have to draw bonuses paid from two different trading years for our different divisions. Therefore payments are based on different success criteria; this makes a direct comparison impossible and significantly contributes to the extent of the variance.

In summary our April 2018 Gender Pay Gap reflects the higher representation of women in lower paid roles, inherited in part due to acquisitions made in 2017. We do not believe we pay men and women differently for equivalent work.



ACROSS THE GROUP - DEVELOPING OUR PEOPLE

In a highly commercial fast paced environment, we are committed to providing an open learning and development environment for all our people.

Our track record in providing this featured strongly in our People Survey feedback. Our people describe us as collaborative and innovative, which means we never stand still and always look to improve and do more.

Hence while our training courses are accessible to all – we will take further steps to actively promote this, we'll also grow the scope of what is offered. We will be ensuring learning opportunities are available consistently across the Group – particularly for those in companies we have recently acquired. And our accredited coaches will continue to offer bespoke development solutions by working with colleagues to support, challenge and encourage.

Collaborating further with our parent company Bauer Media will provide a growth in our offering of learning opportunities through the Bauer Academy.

