INTRODUCTION

Life is all about relationships. Being part of a community.

Archant Community Media Ltd (Archant) represents the wants and needs of our audiences; standing up for local life and giving like-minded folk the opportunity to engage with their passions and pursuits…

…And all of this starts with our people. Our community.

At Archant, we are committed to a culture of diversity, transparency and opportunity. We draw on the experiences and expertise of our colleagues who come from a wide variety of backgrounds. We believe in equal rights for all, and through our values of Respect, Creativity and Pride we aim to create an environment that enables all our colleagues to achieve their potential.

What is the Gender Pay Gap Report?

UK companies with more than 250 employees are required to report on their Gender Pay Gap. This is the difference between the average earnings of all the male and female employees within the organisation.

This report sets out our Gender Pay Gap position and what we’re doing about it.
THE NUMBERS

Total employees:

1,150

53.1% female

46.9% male

Difference between male and female pay:

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<thead>
<tr>
<th></th>
<th>Mean</th>
<th>Median</th>
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<tbody>
<tr>
<td><strong>Hourly</strong> pay gap</td>
<td>11.2%</td>
<td>7.9%</td>
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<tr>
<td><strong>Bonus</strong> pay gap</td>
<td>-28.5%</td>
<td>-250%</td>
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The proportion of females and males receiving a bonus payment:

- **75% females**
- **78% males**

The charts below show the gender split when we order hourly rate of pay from highest to lowest and group into four equal quartiles:

- **Q1 Lower**
  - Female %: 58.6%
  - Male %: 41.4%

- **Q2 Lower middle**
  - Female %: 56.9%
  - Male %: 43.1%

- **Q3 Upper middle**
  - Female %: 49.1%
  - Male %: 50.9%

- **Q4 Upper**
  - Female %: 47.3%
  - Male %: 52.7%

All figures calculated at 1st April 2018
PAY TRANSPARENCY

Over the past twelve months, we have made further positive progress to ensure our people feel valued, enabled and engaged.

In 2018, all staff were invited to participate in a survey around pay and conditions. This resulted in a group wide pay audit.

We also reviewed our internal promotions policy to ensure clarity. Where an appointment requires a period of training, a personal development and transparent pay plan is put in place.

Indeed, the growth and development of our people remains a cornerstone of Archant culture and it is our policy to advertise vacancies internally and do all we can to have gender balanced shortlists.

We are the first organisation in our sector to use pioneering technology to enhance the learning experience of our staff. Over 1,000 employees regularly engage with the ‘Archant Learn’ mobile app, which complements classroom learning provided by our in-house L&D team and coaches.

Within this commitment to people development comes a genuine wish to support women who would like to progress into more senior roles.

In addition, we continue to promote our family friendly policy, embracing as wide a range of work place flexibility as is possible.

We are an organisation committed to equality and diversity. Our remuneration policy sets out that for all employees in similar roles, our approach is to ensure there is fair pay.

As Chief HR & Development Officer, I, Dee Willmott, can confirm that the information contained herein is accurate.