



Future Publishing Limited 2022 Gender Pay Gap Report

Gender Pay Gap 2022

What is Gender Pay Gap?

Gender Pay Gap measures the differences in the rates of pay and bonus that women and men receive – no matter what role they do or their level in the Company. The gap is shown as the difference in women's and men's pay as a percentage of men's pay. This is different to equal pay which ensures men and women are paid the same for work of equal value.

Our Commitment We are proud that currently women make up 50% of our workforce and that many women at Future hold positions of significant influence and impact.

Our commitment will not stop there, more work will be done to attract and retain women to our workforce to sustain our gender diversity as part of the Culture pillar of Our Future, Our Responsibility.

Our Approach We ensure that we reward our colleagues fairly, including a Profit Pool Bonus scheme to enable colleagues to benefit directly from Future's success. In addition, we continue to seek ways to grow diverse teams and refresh our Diversity, Equality and Inclusion policy to ensure it's relevant and representative of our values and culture.

This Report contains our Gender Pay Gap for UK colleagues employed by Future Publishing Limited in April 2022 and has been compiled in line with the regulations set out by the UK Government. The Gender Pay Gap Report relates to 2176 UK colleagues who were paid for the full month of April 2022. Of this amount 50.51% were men and 49.49% women.

I confirm that the data provided is accurate and in line with mandatory requirements.

Kevin Li-Ying
Chief Operating & Technology Officer

Our Pay Gap

Mean 3.82% (2021: 3.85%)
Median 4.95% (2021: 7.75%)

UK average pay gap: 14.9%

Our headcount has continued to grow through internal expansion and acquisition and overall, we've seen another reduction in the gender pay gap across mean and median. Our gap also remains significantly below the UK average for another year.

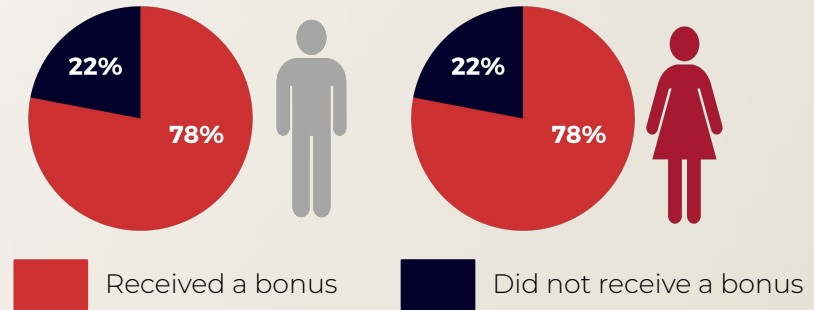
When comparing mean average hourly pay gap, women receive 96p in comparison to every £1 paid to men.

Our Bonus Gap

Mean 7.77% (2021: 46.26%)
Median -9.09% (2021: 100%)

We're proud of our Profit Pool at Future which all employees have the opportunity to participate in, this normally means we report a small bonus gap.

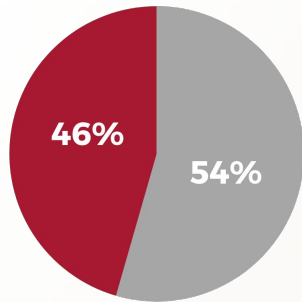
We believe the introduction of the Value Creation Plan will positively impact these calculations in years to come.



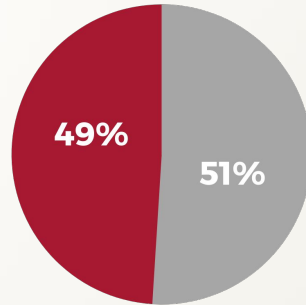
Our Pay Quartiles

The number of women into the highest paid (upper quartile) has fractionally decreased from 48% in 2021 to 46% in 2022, we believe this is the results of business acquisitions with a higher paid male workforce.

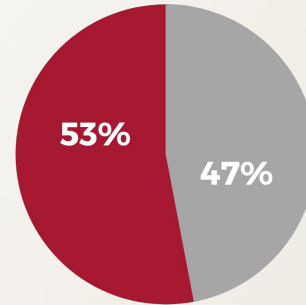
Upper (Highest Paid)



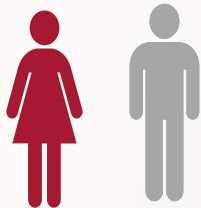
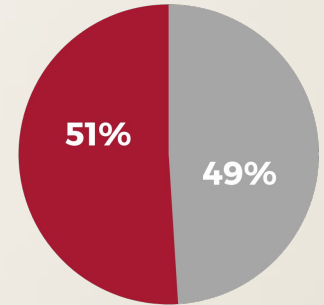
Upper Middle



Lower Middle



Lower (Lowest Paid)



The total number of employees included in the calculation for April 2022 was 2176 (increased from 1611 included in the 2021 report)

Our values

We are part of the audience & their community.

Our passion for our products makes us part of the community we engage with. Our audiences give us a voice and that's an incredible privilege that we treat with reverence. We embrace all the ways we are able to communicate to our audiences – print, online and in person – and love doing so.

We are proud of our past & excited about our Future.

We are proud to work at Future, because being part of this team feels good. We are one team, one company with big ambitions.

We all row the boat. No matter how long you've worked here, or what your role is at Future, your contribution counts – so grab an oar! We move faster when everyone pulls in the same direction. So what you do – and how you do it – matters. We take responsibility because that's the best way to get things done. We collaborate because we're stronger together.

It's the people in the boat that matter. Having the right team in the boat is mission critical. We are all successful when we are self-motivated, self-aware and self-disciplined. We support each other, challenge each other and have fun with each other. We are determined to hire people we can learn from and who we would have as our boss.

Results matter – success feels good. We love being successful. We restlessly look to improve, be ever creative, and unashamedly commercial in our ventures. Great results mean we are able to align the needs and expectations of our audiences, communities, clients and shareholders.

Let's do this. We take the best decisions we can in the face of uncertainty. It makes us think each decision through – then we go for it. We commit to what we've agreed and have the confidence to persevere through tough times. But we're able to admit mistakes because that helps us learn and chart a new course when we need to. That's called 'doing it right'.

└ Our Future, Our Responsibility

We operate as a responsible business driven by our clear purpose, value and culture. We're committed to using our scale and reach to make a positive impact and inspire change - playing our part in building a sustainable future for all our communities and our planet. [Our Future, Our Responsibility](#).

CLIMATE

We will be principled and transparent in reducing our own impacts, and behaving ethically. Our priority is to reduce our emissions across the business, remove single-use plastic, minimise waste, report regularly and keep our stakeholders central to our strategy.

COMMUNITY

At Future, being a responsible business is just as much about the work we do outside of the office as that we do inside. Our community pillar focuses on how we deliver social impact in local areas around our office locations, and the part we play in championing a safer internet.

CULTURE

Great content emerges from a great culture. We're a people business first and foremost and we believe in nurturing a smart, diverse and inclusive culture which brings people together from all backgrounds and lets them shine.

CONTENT

Our depth of expert content gives us an opportunity to take positive action to fuel passions and provide compelling learning opportunities for colleagues, audiences and future talent.