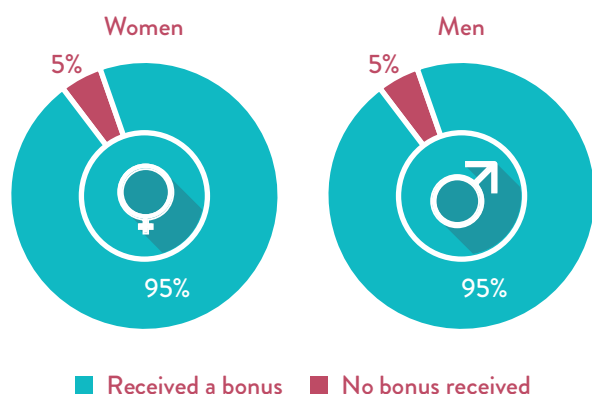


Pay quartiles (% of men and women in each pay quartile)

■ Men ■ Women



Proportion of men and women receiving a bonus



Pay and bonus

Difference between men and women	Median	Mean
Gender Pay Gap	18.5%	15.8%
Gender Bonus Gap	23.8%	38%

Our pay and bonus gaps reflect the imbalance of men and women in different job levels, particularly in the lower levels, with women making up 68% and 66% of first and second quartile roles respectively.

Our bonus gap is further impacted by more women than men working part-time (86% of those working part-time and receiving a bonus were women) and women on maternity leave. In both these situations bonuses are pro-rated and therefore smaller than they would otherwise be. Likewise, any new joiner in the year will receive a pro-rated bonus, of which 66% were women.

Our gender pay gap numbers are amplified as we are a smaller company, only 10 people over the reporting requirement. In larger organisations the impact is diluted as there is a larger number to measure the average across.

UKTV is an equal pay employer and pays fairly based on role and experience. We value all talented individuals and recruit, appoint and promote no matter the background or gender.

Marcus Arthur
CEO, UKTV

Claire Astley
HR DIRECTOR, UKTV

