

## National World Gender Pay Report 2021

As the senior executive responsible for personnel data I confirm that the data presented and the calculations performed in presenting the data are accurate.

Vijay Vaghela  
Chief Operating Officer

National World plc is a leading multimedia business with a vibrant mix of news brands. We provide news and information services to local and regional communities through our extensive portfolio of publications and websites.

The company owns over 100 local newspapers and websites, many of which hold the number one position in their many different and diverse markets across the UK. We operate 8 publishing regions to allow management to stay close to our products and to our audience. Each region encapsulates a number of publishing companies – in many cases retaining historic links to communities.

Our reportable gender pay gap data is specific to JPIMedia Publishing Ltd which is the only operating company within the National World plc group, and employs over 250 staff. These employees hold roles in Editorial and Sales and in our central support functions such as IT, Finance, and HR. Many of our senior management employees are also employed by JPIMedia Publishing Ltd.

National World plc acquired JPIMedia Publishing Ltd and its subsidiaries (JPI Group) at the beginning of the year 2021. The previous group, JPIMedia Ltd, is now in liquidation, it is our intention to report a National World plc group view next year.

Post acquisition on 2 January 2021, National World plc took immediate action to delayer the organisation of a top heavy senior management team which was composed of mostly very highly paid males. We can already observe a significant improvement in the gender pay gap when 2021 data is compared against 2020 data.

It is acknowledged that the April 2021 data shows higher bonus levels for males than the April 2020 snapshot and this is a result of the previous executive team's historic management of compensation, in particular the payment of bonuses for senior management throughout 2020 despite the business contracting due to the coronavirus pandemic. The new management team will aim to reduce the gender bonus gap.

National World plc fully acknowledges that there is an historic prevalence of males fulfilling senior level roles. As a multi-media group that provides trusted, quality news for regional and local communities, we know that our voice has to be both fair and representative. The Board has committed to finding positive and effective solutions to address all aspects of diversity, but with a particular focus on supporting the development and progression of female talent.

Alongside our review process, we also aim to:

- Reduce the gender pay gap
- Increase the gender balance in our management team through best practice recruitment and career development practices
- Ensure we encourage and promote diverse candidate applications for all roles, but with a particular awareness of the requirement to increase diversity at senior level roles
- Ensure we have targeted development plans for all staff regardless of gender, but with a particular awareness of the barriers to progression for female staff

- Update training for all staff in equality, diversity and inclusion on an annual basis
- Increase the gender diversity of our Board members

#### APRIL 2021 data - JPIMedia Publishing Ltd

Hourly Rate	Pay Gap
Mean	10.8%
Median	10.3%

Bonus Gap	Bonus Gap
Mean	59.7%
Median	31.3%

Bonus paid data	M	F
Employees receiving bonus	124	193
Total employees	841	644
Proportion of total	15%	30%

Quartile salary analysis	M (%)	M (n)	F (n)	F (%)
Top quartile	63%	234	138	37%
3rd quartile	63%	235	136	37%
2nd quartile	49%	180	191	51%
Lower quartile	52%	192	179	48%

#### High Level Summary

The data demonstrates that, taken as a whole, men are paid higher than women in the JPI Group, however the trend is improving. We employ more men than women in senior roles and this is largely responsible for driving the variance. However it should be noted that other factors also contribute to the difference. For example, areas such as our IT divisions are traditionally populated by mostly male employees and command higher than average salaries. The gap in hourly rate has closed between 2020 and 2021 and we will continue to strive to make further improvements.