

## **National World Gender Pay Report 2024**

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

**Claire Jackson**

**HR & Communications Director**

National World plc is a leading multimedia business with a vibrant mix of print and digital 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 (our heritage brands), many of which hold the number one position in their many different and diverse markets across the UK. Over recent years the company expanded into the Midlands through the acquisition of prestigious daily titles, and has further extended its events business through the acquisition of The Business Magazine Group during 2024. We operate a number of publishing regions to allow management to stay close to our products and to our audience. Each region maintains historic links to its communities.

Our reportable gender pay gap data is specific to National World Publishing Ltd which is the only operating company within the National World plc group employing over 250 staff. These employees hold roles in Editorial, Commercial, and Events, and in our central support functions such as IT, Finance and HR. For transparency, however, we are publishing gender pay gap data for the National World plc group as a whole

The continued development of our operating model focused on separating the business from its industrial past will bring ever greater flexibility and professionalism in which individuals can flourish. The focus on individual performance and development will enable employees, regardless of gender, to receive reward in line with their personal contribution to our overall business aims. The expansion into even more cities in the UK will assist in recruiting from a wider footprint enabling increased equality and diversity to better reflect our diverse content and widely different communities.

National World plc is working hard to address a previous prevalence of males fulfilling senior level roles with success, however we continue to have an imbalance in gender and salary levels at senior and middle management level which has been exacerbated by our recent acquisitions and this has contributed towards a slight deterioration in our gender pay statistics from 2023 to 2024.

We saw a shift in bonus levels with males receiving higher bonus payments than females for the first time in two years despite the make-up of our commercial teams remaining weighted toward females.

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 is committed to finding positive and effective solutions to address all aspects of diversity.

We aim to:

- Reduce the gender pay gap
- Increase the gender balance in our senior and middle management team through best practice recruitment and career development practices
- Encourage diverse candidate applications for all roles by reviewing our recruitment processes and identifying recruitment platforms aimed at attracting diversity
- Build on and regularly review DEI data collection to identify areas of the business where gender differentials are prevalent with a view to addressing these issues promptly
- Ensure all staff are trained in equality, diversity and inclusion and that recruiting managers understand their responsibilities in recruiting staff who represent the diverse communities we serve
- Continue to transition away from outdated pay scales and remuneration methodology to ensure that all staff, regardless of gender, are rewarded for their individual contribution to the business
- Maintain gender diversity of our Board members

**April 2023 data**

Hourly Rate	Pay Gap
Mean	16.0%
Median	11.0%

Bonus Gap	Bonus Gap
Mean	4.3%
Median	8.5%

Bonus Paid Data	M	F
Employees receiving bonus	86	135
Total employees	754	534
Proportion of total	11.4%	25.3%

<b>Quartile Salary Analysis</b>	<b>M (%)</b>	<b>M (n)</b>	<b>F (n)</b>	<b>F (%)</b>
Upper hourly pay quartile	65.6%	191	100	34.4%
Upper middle hourly pay quartile	65.9%	191	99	34.1%
Lower middle hourly pay quartile	57.2%	166	124	42.8%
Lower hourly pay quartile	44.3%	129	162	55.7%

**High Level Summary**

The data demonstrates that, taken as a whole, men are paid higher than women across the National World plc group, and that there has been a limited deterioration in these statistics in the previous 12 months. We employ more men than women in higher paid roles and this is largely responsible for driving the variance. We employ more females across our sales teams however we have seen a positive improvement in the proportion of males benefitting from bonus arrangements. We will strive to make improvements to this by the focus on individual performance and reward.