

# FRONTLINE GROUP GENDER PAY GAP REPORT 2021

## INTRODUCTION

The Frontline Group is the UK's leading magazine sales, marketing and distribution company representing over 60% of the UK market domestically and overseas. Our passion for innovation creates industry leading solutions for our Partners and our clients.

In turn we work hard to create a culture where all are appreciated and supported, where opportunities are open to all, where people treat each other with respect and expect and get the same in return whatever their background, race or gender.

Our approach to pay is no different, the key factor behind our gender pay gap is the balance of men and women across job levels.



**Frank Straetmans**  
Chief Executive  
Officer

A handwritten signature in black ink that reads "Frank".



**Fiona Winchester**  
Head of HRD

A handwritten signature in black ink that reads "Fiona".

# WHAT IS THE GENDER PAY GAP?

The gender pay gap is a measure of the UK labour market or workplace disadvantage, expressed in terms of a comparison between men's and women's average hourly rates of pay (total earnings) and bonus.

The gender pay gap should not be confused with equal pay.

*Our data refers to the earnings of our UK based workers for the 12 month period ending April 2021.*

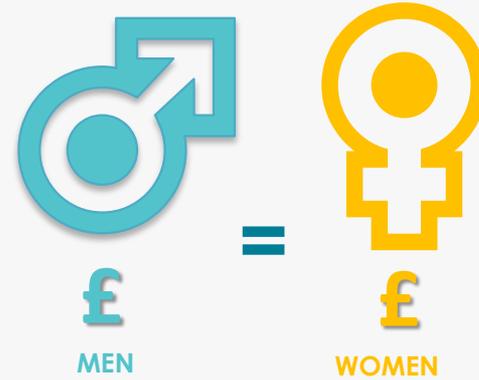
## THE GENDER PAY GAP...

is a measure of the **difference** in the average hourly rate of pay of **men** and **women**.



## EQUAL PAY...

is **men** and **women** being paid the **same** for the same work.

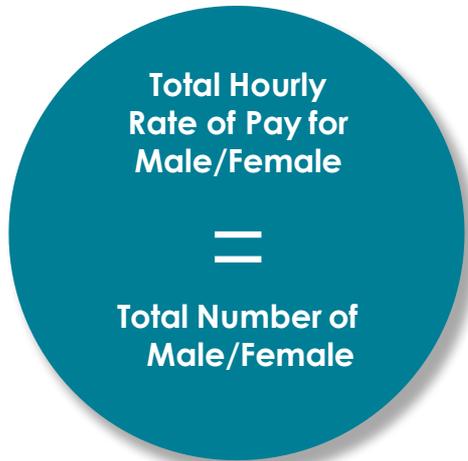


# UNDERSTANDING THE GENDER PAY GAP

## HOW ARE THE MEDIAN AND MEAN GAPS CALCULATED?

### Mean

The mean gender pay gap looks at the percentage difference in average hourly pay of the women at The Frontline Group as compared with the men.

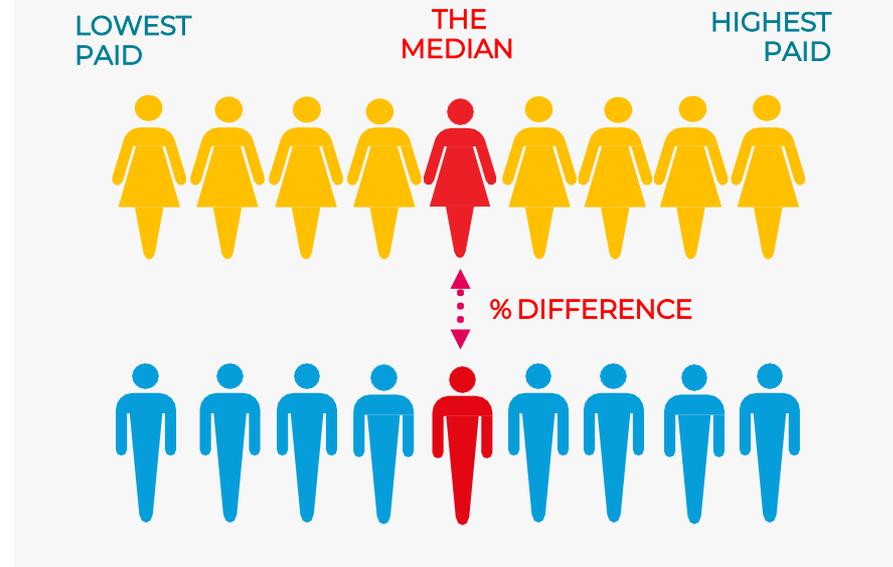


*The median and mean calculations have also been used to calculate the percentage difference of bonus payments made over a twelve month period to both female and male employees.*

### Median

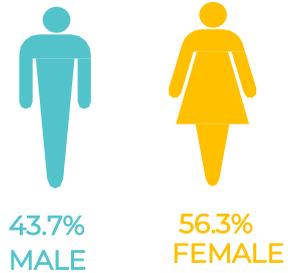
The median gender pay gap reflects the percentage difference in pay between the middle person in a ranking of highest to lowest paid women and men, respectively.

One way of looking at this is lining up all female employees in order of their hourly rate of pay and then doing the same for all male employees. Then taking the female employee who is in the middle of their line and the male in their line and calculating the percentage difference between the two.



# OUR RESULTS: FRONTLINE GROUP

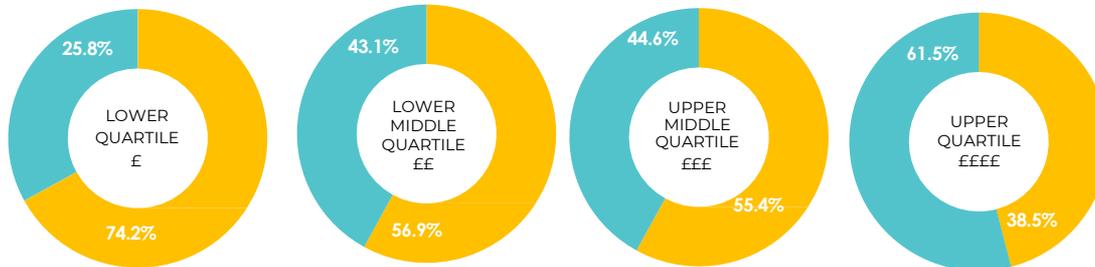
## OUR UK WORKFORCE IS:



FRONTLINE GROUP	MEAN (Average)	MEDIAN (Average)
GENDER PAY GAP	28.0%	22.5%
NATIONAL AVERAGE*	12.6%	12.0%

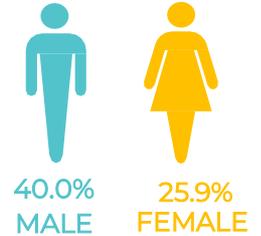
\*The National Average figures are based on data available 10<sup>th</sup> February 2022.

## PROPORTION OF MALES AND FEMALES ACCORDING TO PAY QUARTILES



## BONUS GENDER PAY GAP

% OF GENDER RECEIVING BONUS



BONUS GENDER PAY GAP	MEAN	MEDIAN
	46.1%	46.7%

## DEFINITIONS

**Pay** = Salary, bonuses and allowances received, less salary sacrifice deductions, pro-rated for contracted hours.

**Bonus** = Payments in twelve months to April 2021 defined as bonus and commission

**Receiving Bonuses** = Percentage of workers receiving bonus or commission in year, as total of each gender.

**Quartile** = Employees ranked by hourly rate (lowest to highest), split into four groups.

KEY FEMALE MALE

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## WHAT DO OUR RESULTS MEAN?

The data analysis conducted shows the Frontline Group continues to have a gender pay gap when average salaries for men and women are compared across the whole company. Our results suggest that this gap exists because we have more women in lower paid roles than men – this is particularly apparent in the lower quartile of the workforce who are paid the least. In all of the quartiles we do not believe we pay men and women differently for equivalent work.

It is important not to get lost in the numbers as they only provide a snapshot of the information. For example, the data does not take into account specifics such as job level, managerial responsibility, job function and it only takes in account the average hourly rate of male and female employees.

