

## STV Gender Pay Report 2022

### Understanding our profile

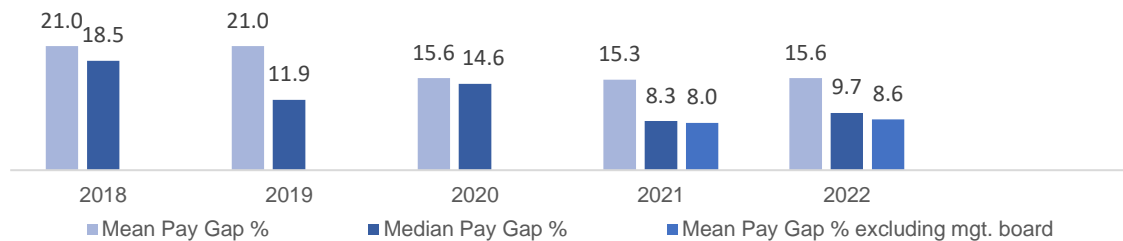
Across the Company, there is a balanced gender profile of 51% women and 49% men. To address the mean gender pay gap, which arises as a result of a higher proportion of men than women in senior roles, we continue to make progress towards our target to achieve gender balance across the top 25% of roles as defined by earnings by 2023. 44% of these roles are held by women, compared with 30% in 2017 when we first started to report on the gender pay gap. At Board level (plc and Management Board), 33% of roles are held by women.

Across all roles, the mean gender pay gap is 15.6%. This has remained broadly level year on year but has reduced by 31.5% during the five years since 2017 when reporting began. In the upper pay quartile, the mean pay gap is 14.1%, however, if the Management Board are removed from the calculation, this reduces to just 2.3%. Across all other roles (75%), the mean pay gap is 3.6%, down from 5.7% in 2021 demonstrating the importance of achieving gender balance in roles in the upper earnings quartile, the target set for the end of 2023.

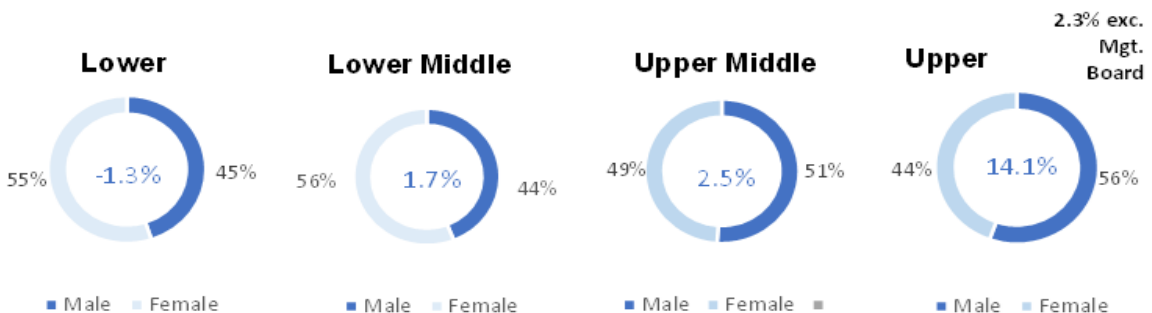
The median gender pay gap, which reflects the difference in the midpoints of the hourly rates of pay for men and women has a higher level of volatility on the snapshot reporting date, however, in the five-year period since the first report in 2017, there has been a reduction of 44% in our median gender pay gap, from 17.3% to 9.7%.

The positive impact of measures implemented to support women to progress through the organisation into senior roles continues. These measures include succession planning, to assess and strengthen our talent pipeline, and targeted career development and talent acceleration programmes. In 2022, 64% of promotions were secured by women.

### Closing the gender pay gap



### Gender balance and pay gap by pay quartile 2022



The mean gender pay gap is 3.6% across 75% of all roles (2021: 5.7%).

### Gender bonus gap 2022

Relates to bonuses paid over the period April 2021-March 2022

**50.5%**  
mean

2021: 66%

**0%**  
median

2021: 80%

### People receiving a bonus 2022

Relates to bonuses paid over the period April 2021-March 2022

**93%**  
men receiving  
bonus pay

2021: 14%

**95%**  
women receiving  
bonus pay

2021: 14%

### Gender bonus pay gap

Gender bonus pay gap reporting is prone to volatility when making year on year comparisons due to a number of factors that impact bonus payments, including the variable timing of payment of bonuses from one year to the next. In the case of our 2022 gender pay report, the reduction in the mean and median bonus pay gap year on year is due to discretionary bonus payments made in December 2021 which resulted in all colleagues receiving a bonus payment. Excluding the Management Board, the mean and median 2022 gender bonus gap figures were 19.1% and 0% respectively.

## Ongoing priorities

To support our target of achieving gender balance across the top 25% of roles (defined by earnings) by 2023, a range of measures have been implemented to encourage more women to remain with the Company and to support them in progressing through the organisation to the most senior roles.

Talent acceleration	Diverse talent pipeline	Work Life balance	Culture
<ul style="list-style-type: none"> <li>➤ We continue to identify relevant opportunities to develop female talent currently employed in the Company, to improve retention and increase the number of women operating in senior roles</li> <li>➤ Regular succession and career development planning is undertaken to assess and strengthen our talent pipeline for senior roles</li> <li>➤ Launch of STV Digital Accelerator programme in 2022 which supports four senior female members of the Digital team to continue their personal &amp; career development.</li> <li>➤ Ongoing delivery of the STV Studios Accelerator programme which was introduced in 2021 which supports development of skills and experience for more senior roles in STV Studios.</li> <li>➤ We continue to enhance our leadership capability with further leadership &amp; management development programmes planned in 2023.</li> <li>➤ Development programmes including <i>Pathway</i> are focused on developing potential and providing skills and experience to support an individual's future career path in the business</li> <li>➤ All career development programmes strive to achieve 50:50 gender profile in each cohort</li> </ul>	<ul style="list-style-type: none"> <li>➤ The introduction of a new online application form, available in accessible formats will enables all candidate profiles to be anonymised</li> <li>➤ Introduction of a STEM Returners programme which offers placements for women in STEM related roles who are returning to the workplace following a period of leave from anywhere between 1 – 13 years.</li> <li>➤ Contacts 'hack' events held at a divisional level to expand talent networks and pipelines</li> <li>➤ The STV Expert Voices programme continues to develop female contributor talent for our News &amp; Current Affairs programming by offering media and studio familiarisation training and networking opportunities</li> <li>➤ The STV/RTS Bursary Scheme has entered its fourth year and has supported 40 students studying Journalism, TV Production and Technology with financial and career development support</li> </ul>	<ul style="list-style-type: none"> <li>➤ Our internal <i>Returners</i> programme supports primary carers in achieving a smooth return to work from maternity, shared parental or adoption leave</li> <li>➤ <i>Returners</i> includes meetings with key stakeholders, the offer of a mentor and access to a peer support network</li> <li>➤ Continued partnerships with <i>Take Two &amp; Share My Telly Job</i> to promote job sharing opportunities across production based roles in STV Studios.</li> <li>➤ Support for colleagues in balancing their career with parental or carer responsibilities through promotion of family friendly policies</li> <li>➤ All managers receive training to support them in delivering our commitments within our family friendly policies</li> <li>➤ A menopause peer group has been established to support women who are experiencing menopause in the workplace.</li> <li>➤ Enhancement of our Shared Parental Leave policy</li> </ul>	<ul style="list-style-type: none"> <li>➤ An extensive Diversity &amp; Inclusion awareness programme provides regular updates on progress and reinforces the role and responsibilities of all colleagues in ensuring an inclusive culture</li> <li>➤ Inclusive hiring training continues to be rolled out to all managers across the business</li> <li>➤ Equality and diversity has been incorporated into our induction for new joiners and has become an established criterion of all recruitment selection processes</li> <li>➤ Our Balance peer group provides a forum for open conversation around culture and development opportunities for women and its mission is to support our target to achieve gender balance in the top 25% of roles by 2023</li> </ul>