



# RED BEE MEDIA GENDER PAY GAP

APRIL 2020

WOW. AND NEXT.

# OUR COMMITMENT TO ENSURING QUALITY



- Red Bee Media is part of the Ericsson Group.
- At Ericsson we believe that diverse, inclusive teams drive performance and innovation, creating greater business value and we therefore consider and create diversity & inclusion in everything we do.
- We are committed to equal opportunity in employment, development, compensation and all other people actions without discrimination due to race, colour, gender or sexual orientation.
- We strive for inclusion where we treasure diversity and build communities of engaged employees. As a key part of this strategy, we focus on supporting, mentoring and developing women to enter our industry. We continually aim to improve the gender mix at all levels of the company.

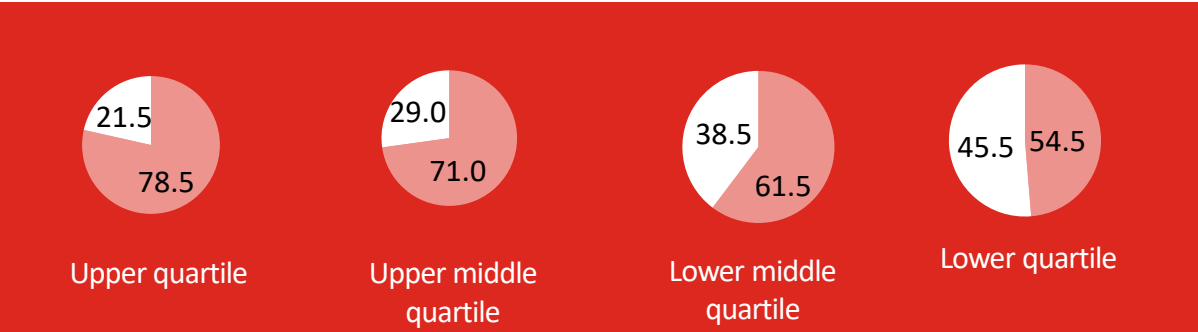


# RED BEE MEDIA IN NUMBERS APRIL 2020



- Red Bee Media’s business is to provide high quality media experiences for our customers’ audiences.
- This data is relevant to April 2020 where in the UK 34.4% of our employees were female at this time.
- We continue to see improvements in closing our gender pay gap with a mean gap of 17.8% down from 19.3%. This improvement is also reflected in our median gap at 17% down from 20.8%
- The bonus pay gap figures primarily reflect the 2017 target structure. The change in our target structure in 2020 has seen the gap closing in our mean bonus pay gap. However, the significant increase in the median bonus pay gap remains reflective of the previous structure.
- The change to the structure now sees a fairer distribution of males and females receiving a bonus.

■ Male  
■ Female



# COMMITTED TO CLOSING THE PAY GAP



Red Bee Media continues to be wholly committed to increasing its female workforce within the UK and closing the gap in gender pay, particularly focusing on increasing the number of women in medium to senior roles.

We continue to focus on ways in which to attract and retain women in Red Bee Media and developing into more senior roles, with the aim of increasing the number of women in our workforce. We are implementing a series of ongoing initiatives such as:

- We have in place an established Global Red Bee Media Diversity & Inclusion Forum where we have representatives by market area and organisation and have established and communicate ongoing tasks and activities.
- We have created an internal resource site to hold and share information on gender based and other D&I events and activities across the company including links to forums, training videos and talks.
- Ongoing mentor programme in 2020, increasing number of women mentor and mentees.
- We continue to closely review gender pay and make any adjustments where necessary if any inequity.
- Mandatory Unconscious Bias training for employees undertaken in 2020

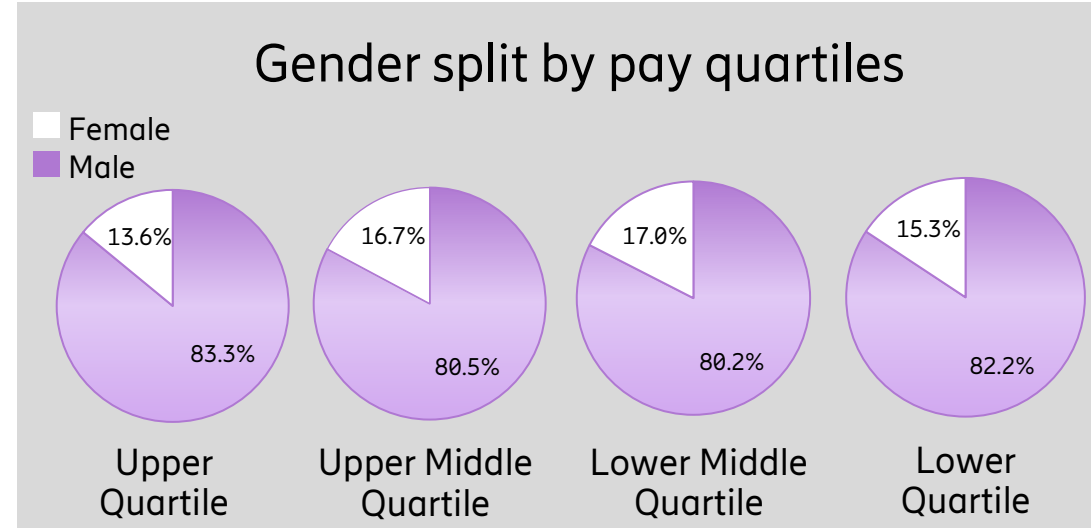
Our ambition is to continue to have an improved gender-balanced workforce at all levels in the organisation, continuing to reduce the gender pay gap. We continue to set targets to achieve this over the next three years and beyond.

# Ericsson in numbers to April 2020



Ericsson UK Ltd represents Ericsson's core network business in the UK, during 2019 to April 2020:

- We continue to see improvements in closing our gender pay gap with a mean gap of 2.7% down from 3.4% in 2019. However, the median gap has marginally increase to 1.6% from -0.5% in 2019
- We have once again seen further improvements in our bonus pay gaps from 13.9% to 2.5%. The mean bonus gap remains favourable towards females with the gap continuing to close to -8.2% from -1.3%. The percentage of female employees in the upper pay quartile continues to improve increasing by 1.1% on 2019



## 2020 Gender Pay Gap

2.7%

(3.4%)

Gender pay gap mean

1.6%

(-0.5%)

Gender pay gap median

2.5%

(13.9%)

Bonus pay gap mean

-8.2%

(-1.3%)

Bonus pay gap median

95.6%

(96.7%)

Males receiving bonus

92.9%

(97.7%)

Females receiving bonus

(2019 Gender Pay Gap shown in brackets)

# Ericsson Limited - We're committed to close the gap and keep it closed



Ericsson is committed to closing the gap in gender pay in the UK.

Ericsson have launched a wide program to address their gaps which has resulted in a strong improvements over the last 3 years.

Ericsson are placing a significant focus on attracting and retaining female talent with the aim of increasing our female workforce distribution at all levels in Ericsson UK.

## Some of Ericsson UK initiatives



Strong succession planning and fast tracking of female talent via our Altitude Programme

Strong links with schools, colleges, and universities to promote technical and engineering careers

Continual commitment to STEM mentoring programme

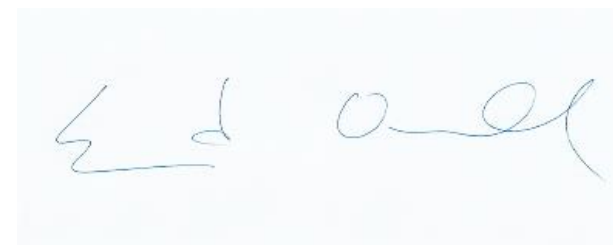
Very active and successful Women's Network in the UK, promoting education, support and networking events & initiatives.

All Graduate & Intern recruitment must be at 50/50 male & female

Approved by:



Steve Nylund  
CEO  
Red Bee Media



Edward Odevall  
Head of Corporate Functions  
Red Bee Media



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