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Gender Pay Gap Report 2023

Findings

Reported April 2024

Introduction

As part of the Gender Pay Gap (GPG) transparency regulations, we have compiled our recent figures and submitted these to the Government Equalities Office.

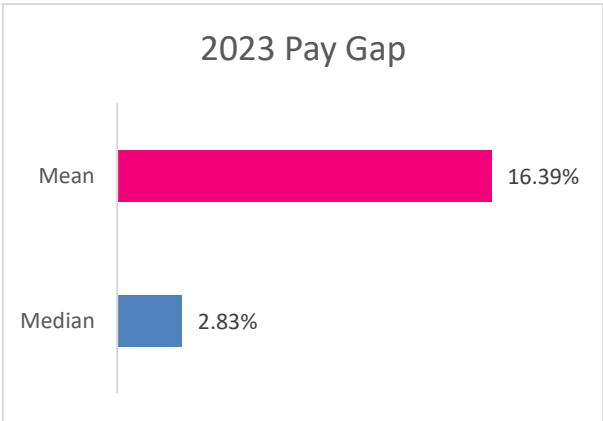
musicMagpie is meritocratic, so men and women with the same performance and experience in equivalent roles are paid equally.

When we average hourly rates within the snapshot date across the whole business, women are paid 16.39% less than men. However, this continues to be driven by the pay rate of a few senior male colleagues, as when you look at the median, the difference is 2.83%. No bonus was paid within the snapshot date.

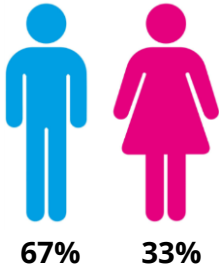
Overall, compared to the previously reported figures in 2022, the gender pay gap has increased in terms of the mean by 0.88%, and the median has increased by 1.89%, demonstrating a disproportionate gender diversity in senior roles. We continue to be aware of this and are taking steps to actively support the development and progression of our talented female colleagues.

As required by the regulations, we have split our relevant paid colleagues into four equal quartiles based on their average total hourly rate of pay to show the gender distribution for each quartile. The proportion of male and female employees in each quartile.

Summary of Gender Pay Gap Key Figures



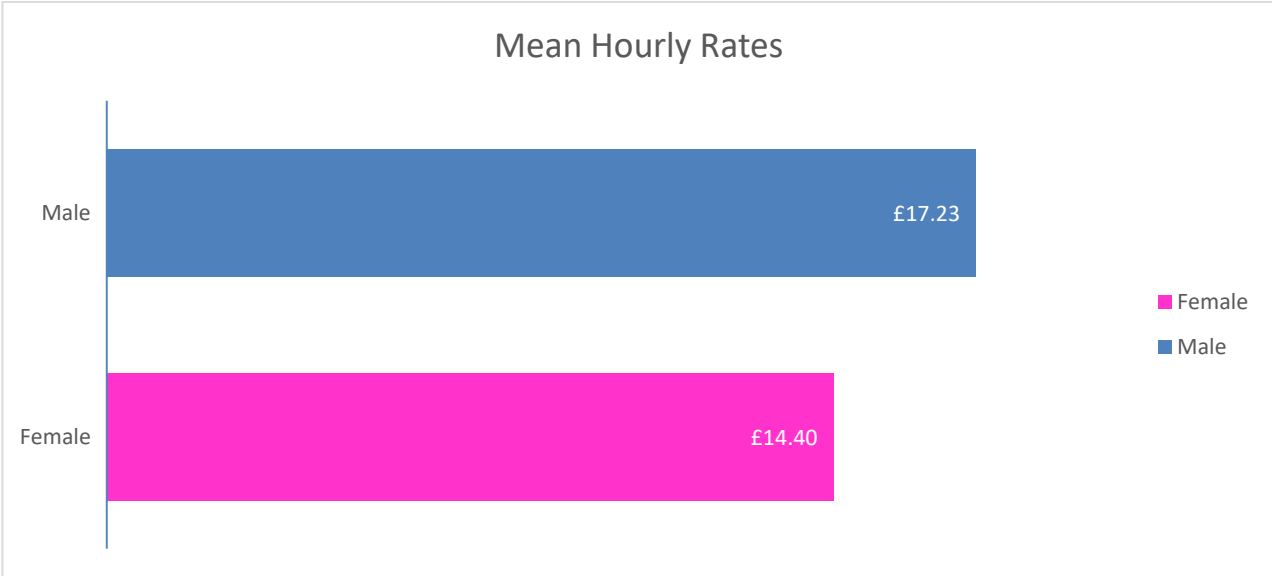
Overall Workforce Composition



Understanding the Data

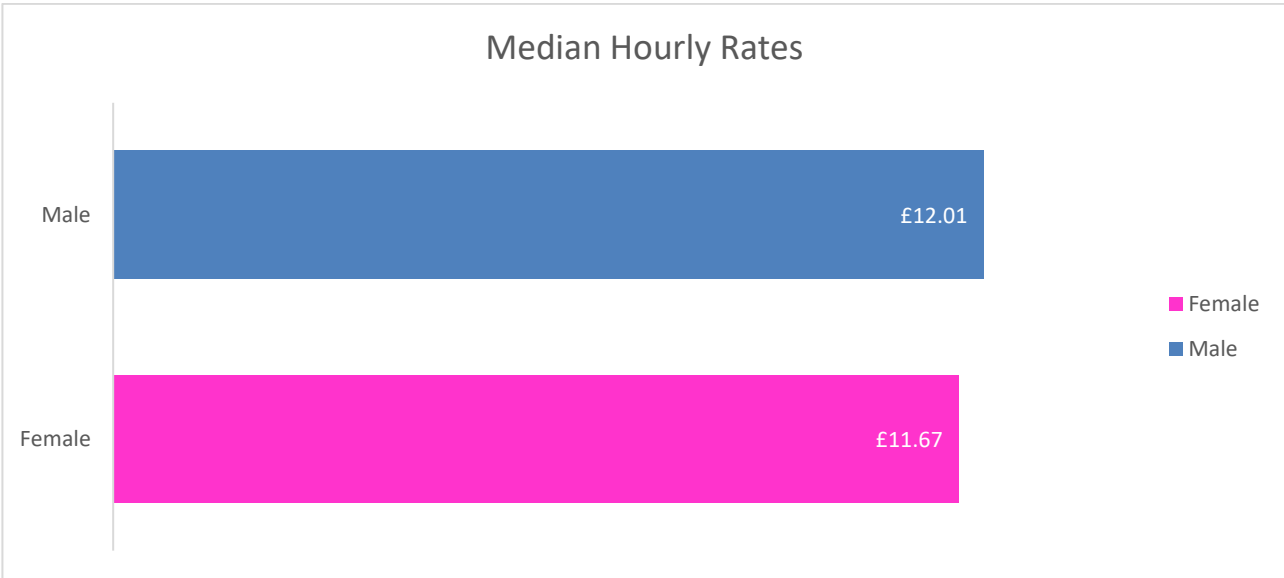
Mean Hourly Pay Rates

The mean hourly rates are currently favouring male employees by 16.39%, this is slightly higher than the national mean. As of 2023, according to the Annual Survey of Hours and Earnings (ASHE) conducted by the Office for National Statistics (ONS), the national mean gender pay gap in the United Kingdom was approximately 15.5%. This is due to a higher proportion of male than female employees found in the top pay quartile, which is dominated by senior colleagues in our Technology team – an area where females continue to be typically underrepresented.



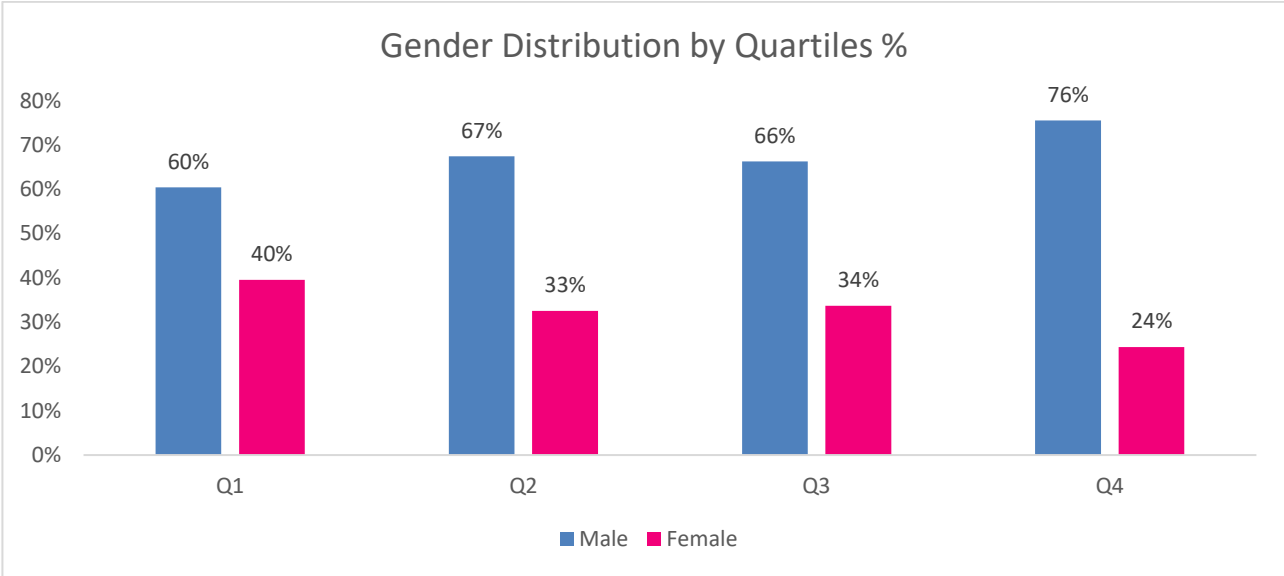
Median Hourly Pay Rates

The median hourly rates are currently favouring male employees by 2.83% which is significantly lower, as of 2023, according to the Annual Survey of Hours and Earnings (ASHE) conducted by the Office for National Statistics (ONS), the national median gender pay gap in the United Kingdom was approximately 7.4%. This indicates that the data set is skewed for the reasons already stated, as the median is less susceptible to outliers and extreme values. Our more favourable position when taking the median pay demonstrates that it is in our most senior colleague population where gender diversity is somewhat disproportionate.



Pay Quartiles

When we observe the distribution of female and male employees within the quartiles, as shown in the bar chart below, we can see that female employees are significantly underrepresented, especially in the upper quartile. However, all other quartiles are fairly consistent, with a slight increase of females in the lower quartile from our 2022 figures.



We continue to try to recruit more senior females into musicMagpie year-on-year, and we are taking positive steps to actively promote female talent internally. We continue to be committed to creating an inclusive culture that helps all colleagues achieve their full potential at every level and be rewarded equally, regardless of gender.

I confirm that the data published in this report is accurate.

Rachel Coxon
Chief People Officer