

Gender pay reporting

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The Group is committed to equality of opportunity in all its employment practices to ensure we attract and retain the best people. We have decided to voluntarily publish our gender pay information on a group wide basis. The group is only formally required to report data on three of its entities in line with the UK reporting requirements for entities with over 250 employees.

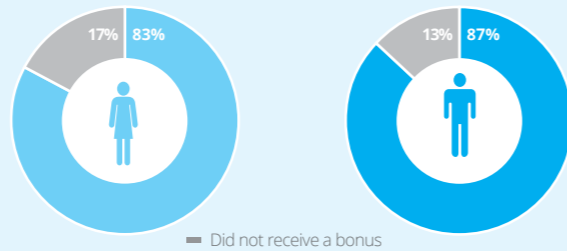
The regulations require us to report on "relevant employees" as at 5 April 2017, so this information uses a different definition of employees, and contains a wider data set than the employee data reported on elsewhere in the Annual Report.

Group level reporting on Gender Pay

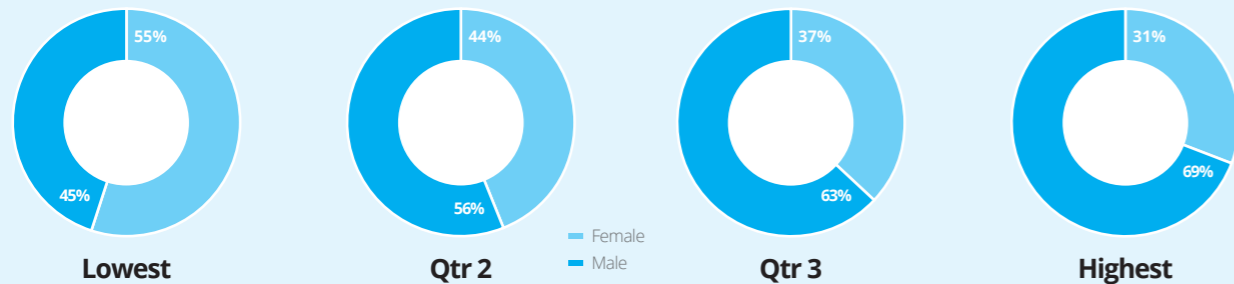
% Pay difference between men and women

	Mean	Median
Hourly Pay	18.0%	15.0%
Bonus	3.4%	(0.4%)

% of colleagues paid a bonus



The charts below show our gender distribution across four evenly distributed quartiles, as prescribed by the reporting regulations



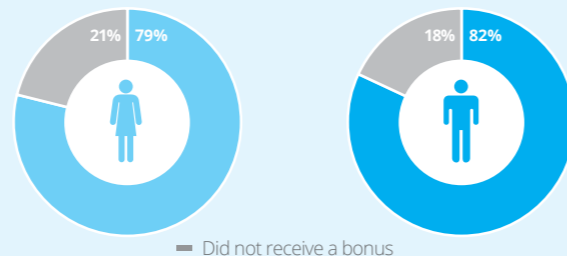
In common with many companies our gender pay gap is driven by more male employees in senior roles within the business. We also have an impact from a traditionally higher paid print workforce which is heavily male dominated throughout all levels. Given the declining nature of this part of our business this is unlikely to change. Whilst our position is not unique within the media sector and FTSE companies, the Group is committed to addressing this issue.

Our legally reportable entities were MGN Limited covering publishing staff mainly in Canary Wharf but also across the UK, Local World Limited employing regional publishing staff across the UK and Media Scotland Limited covering the employees of Scotland. The Local World data on bonus demonstrates how a small number of senior team members receiving a bonus in 2017 can influence the numbers, this give us encouragement that if we can address the lack of senior roles held by female employees we will be able to reduce our overall gender pay position in the future.

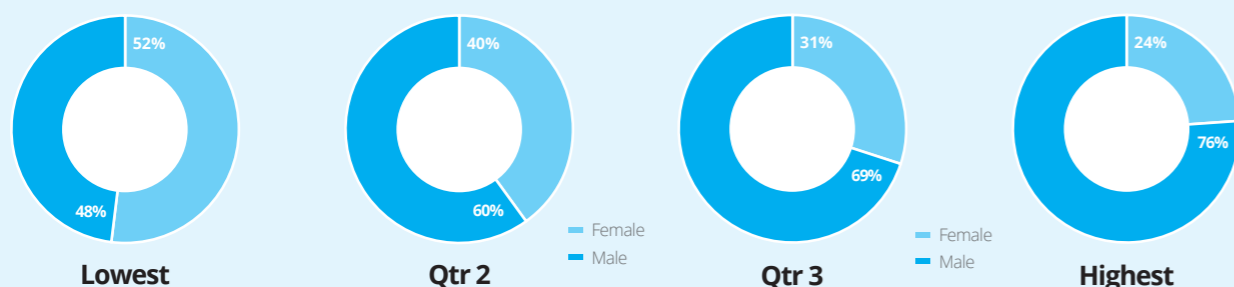
MGN Limited

	Mean	Median
Hourly Pay	17.8%	20.7%
Bonus	11.3%	-

% of colleagues paid a bonus



The charts below show our gender distribution across four evenly distributed quartiles, as prescribed by the reporting regulations

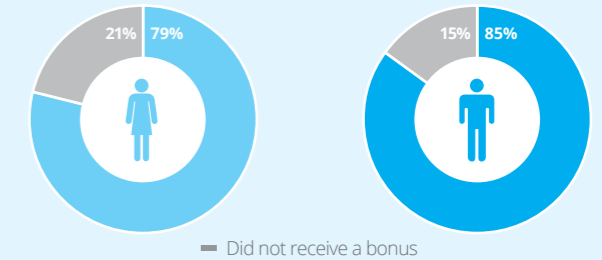


Gender pay reporting continued

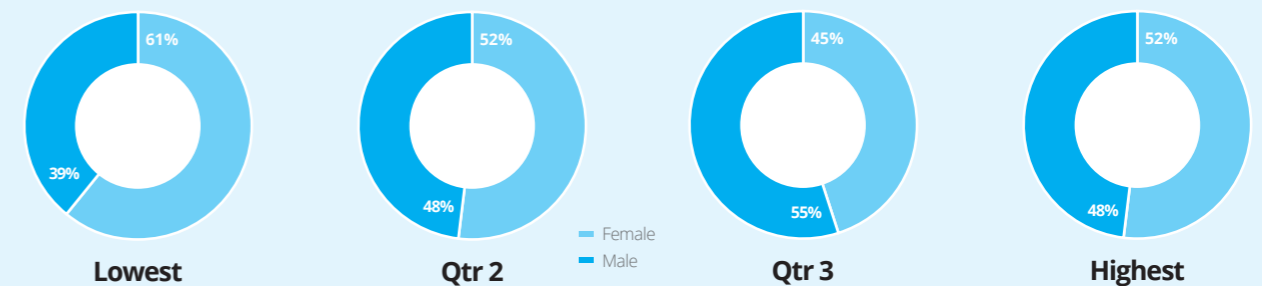
Local World Limited

	Mean	Median
Hourly Pay	5.8%	7.1%
Bonus	(19.8%)	(70.9%)

% of colleagues paid a bonus



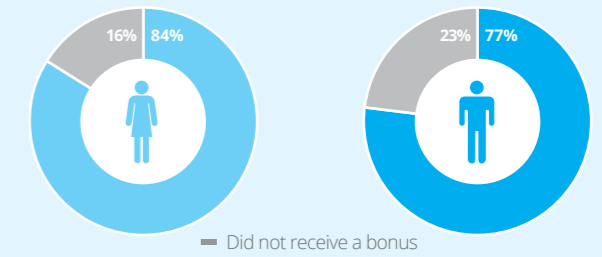
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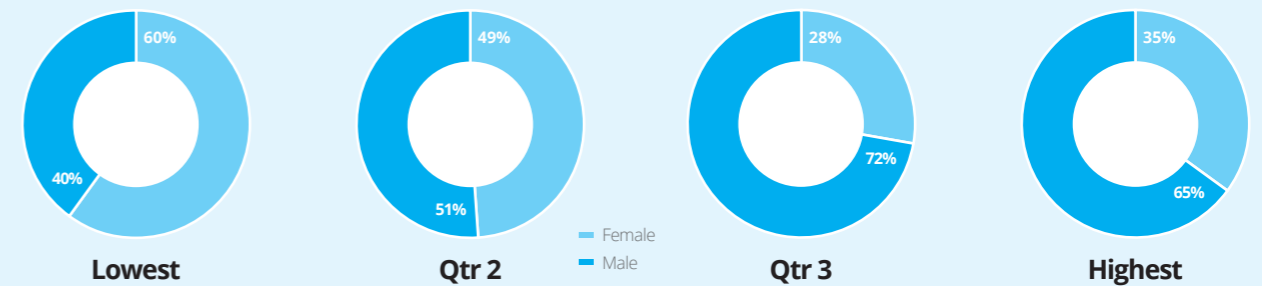
Media Scotland Limited

	Mean	Median
Hourly Pay	19.4%	15.5%
Bonus	10.4%	-

% of colleagues paid a bonus



The charts below show our gender distribution across four evenly distributed quartiles, as prescribed by the reporting regulations



We have adopted the Living Wage Foundation Rates for employees over the last four years and we are committed to addressing diversity. We have launched a Women in Trinity Mirror Group Forum which is exploring ways of increasing female participation in our organisation at all levels and have reviewed our talent acquisition processes to ensure more focus on achieving better balanced candidate pools. We have also set a target for senior positions of having no all male shortlists.

I confirm the reported data is accurate:

Julia Warren
Group HR Director