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UK GENDER PAY GAP REPORT 2024



INTRODUCTION

We are delighted to present our **2024 UK Gender Pay Gap Report**. Detailed in this report are the required metrics for our relevant UK entity, Deluxe Media Europe Ltd.

The pay data is based on a snapshot taken on 5th April 2023, and the bonus data covers the period 6th April 2022 to 5th April 2023.

According to the Office for National Statistics (ONS), the overall UK median gender pay gap is currently 14.3% which is a decrease by 0.1% in the previous year. We expect to see some fluctuation in our figures from one year to the next, but we're pleased that both our median and mean gender pay gaps continue to show an overall downward trend.

We're committed to supporting flexibility and supporting all our employees balance their career with life outside of work. At Deluxe, many more women than men choose to work less than full-time hours, and take extended family leave, which also has an impact on our numbers.

Ellen Goldsmith
Global Chief People Officer



WHAT IS THE DIFFERENCE BETWEEN GENDER PAY & EQUAL PAY?

The **gender pay gap** is the difference in the average pay between men and women in the workforce.

If all employees formed both a female line and a male line, from lowest paid to highest paid, the **median** gender pay gap compares the pay of the male and female in the middle of their line. Different jobs pay differently, and the number of men and women performing these jobs isn't always the same, hence a gender pay gap exists.

The **mean** gender pay gap shows the difference in the average hourly rate of pay between men and women in a company. This is different from equal pay.

Equal pay is a comparison between the pay of men and women who carry out the same jobs, similar jobs, or work of equal value.

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OVERVIEW

Our median pay gap of **4.8%** remains lower than the current overall UK median pay gap of 14.3%.

Our gender pay gap exists because of the make-up of our workforce, with more men than women working in the senior or higher paid roles and more women than men in lower paying roles. However, the proportion of women in the upper and upper middle quartile pay bands has been on a steady increase annually.

Mean pay gap

-2.8%

Median pay gap

4.8%



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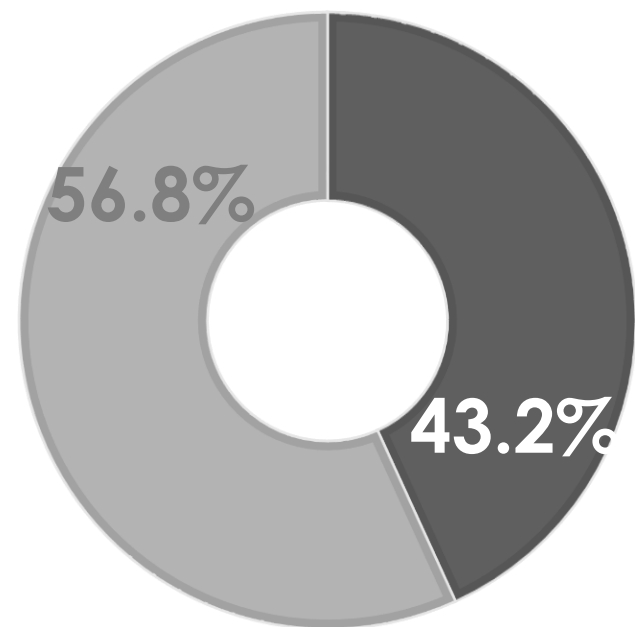
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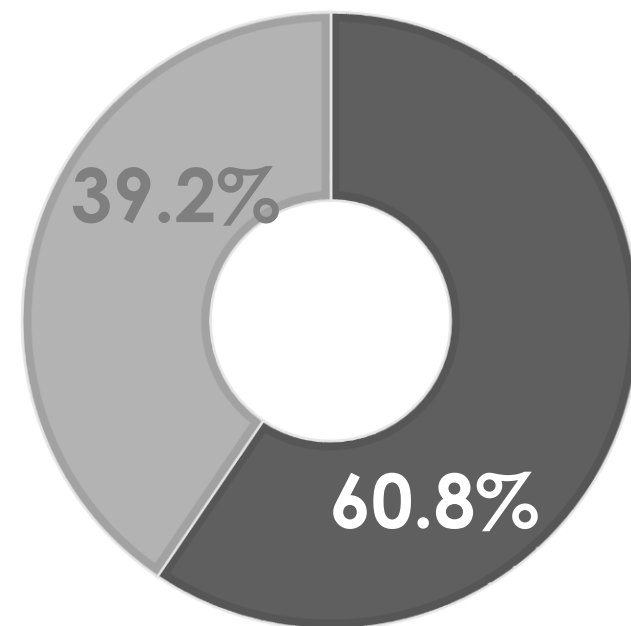
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DELUXE MEDIA EUROPE LTD % OF EMPLOYEES PER PAY QUARTILE

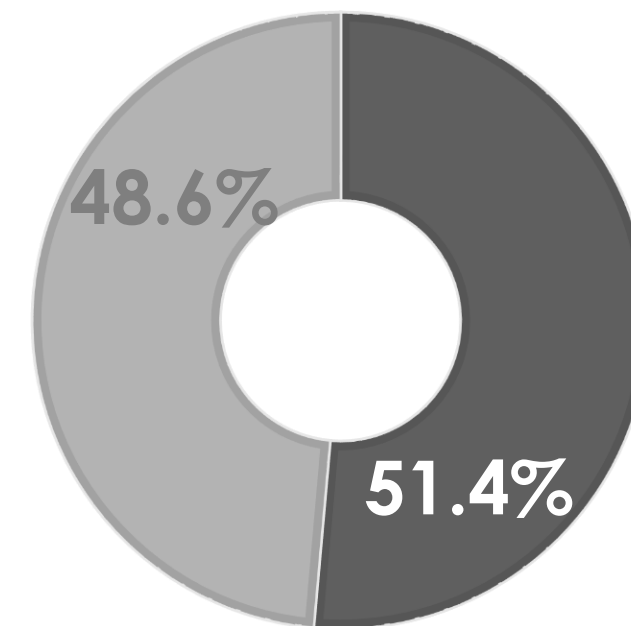
Lower



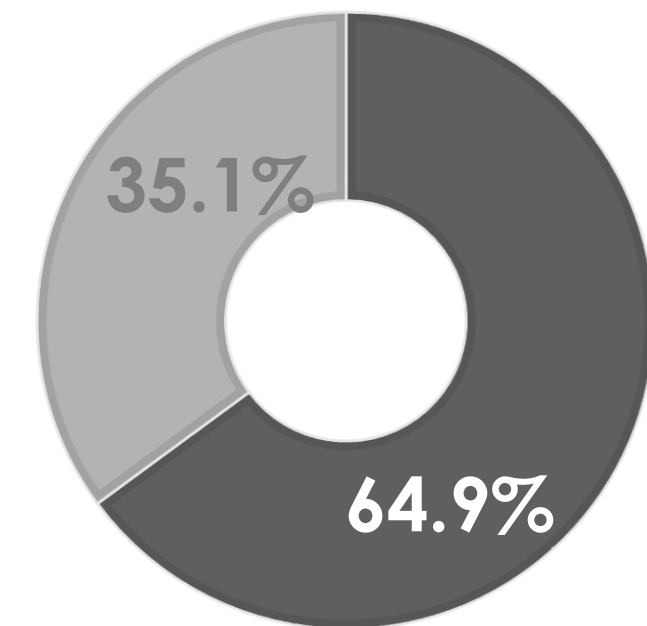
Lower Middle



Upper Middle



Top



○ Women ● Men



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BONUSES

Gender Pay Gap - Bonus Pay

DELUXE MEDIA EUROPE LTD

Mean bonus gap

-64.8%

Median bonus gap

0%

Proportion of Employees Receiving a Bonus

DELUXE MEDIA EUROPE LTD

Male Employees

86.5%

Female Employees

78.2%



THE FUTURE

Following our 2023 Gender Pay Gap report, we have already taken and will continue to take steps to reduce our gender pay gap including but not limited to:

- The development of new Company goals specifically Collaboration and Inclusion which strives to create an environment that embodies mutual respect, inclusivity and belonging; promoting diversity in all that we do.
- Continuing to review our policy on bonus payments, in an effort to narrow the gap between the proportions of men and women receiving bonuses.
- Continuing to improve support for women returning from maternity leave, to increase their chances of career progression further down the line, including flexible working arrangements and return to work payment incentives.
- Celebrating the role and importance of women in the workplace, via our Women's Employee Resource Group (ERG) we hosted a Women's Leadership series and as part of International Women's Day In 2023 we ran campaigns showcasing many of the successful women we have working with us.
- The implementation of internal diversity networks, including the creation and launch of an Employee Resource Group focused on supporting women within the workplace through a mentoring scheme, networking and other events.
- Continuing our support of industry organisations such as Women in Film and Television (WFTV).
- Deluxe is a proud Gold sponsor of RISE, an advocacy membership group to support women in the broadcast technology sector, including involvement in the mentoring programme.