

FUTURE

Gender Pay Gap Report Future Publishing Ltd

With effect from 4th April 2018, UK companies with over 250 employees have to share the results of a number of calculations to demonstrate any gender pay gap.

At Future we are passionate about equality and diversity throughout our organisation, we pride ourselves on having a transparent and inclusive culture which enables everyone, regardless of their background, race, ethnicity, or gender, to thrive.

For the snapshot period ending 5th April 2017, we are pleased that Future's median pay gap is below the national average, we do also recognise that there is more work to be done.

As at today, our Plc board is made up of 33% females, achieving government targets. 30% of Future Publishing Ltd's Executive Leadership positions are held by women and we are in a positive position having our most senior positions of CEO and CFO, being held by women.

Pay & Bonus

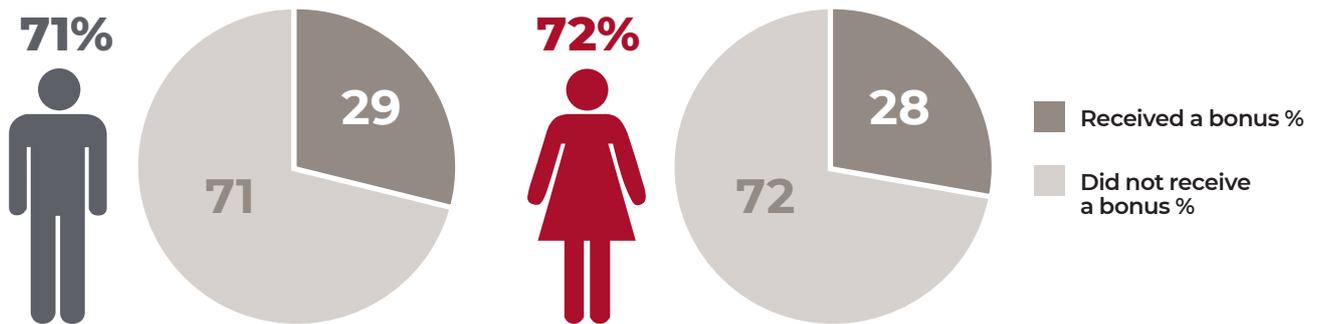
This table shows Future's mean and median gender pay gap within the snapshot period. The figures capture hourly rates of pay and differences in bonuses paid to men and women. The table demonstrates that our mean bonus and pay are both favourable towards women.

Difference between men and women

	Mean (Average)	Median (Middle)
Hourly Pay	-4.29%	14.49%
Bonus Paid	-316%	-166%

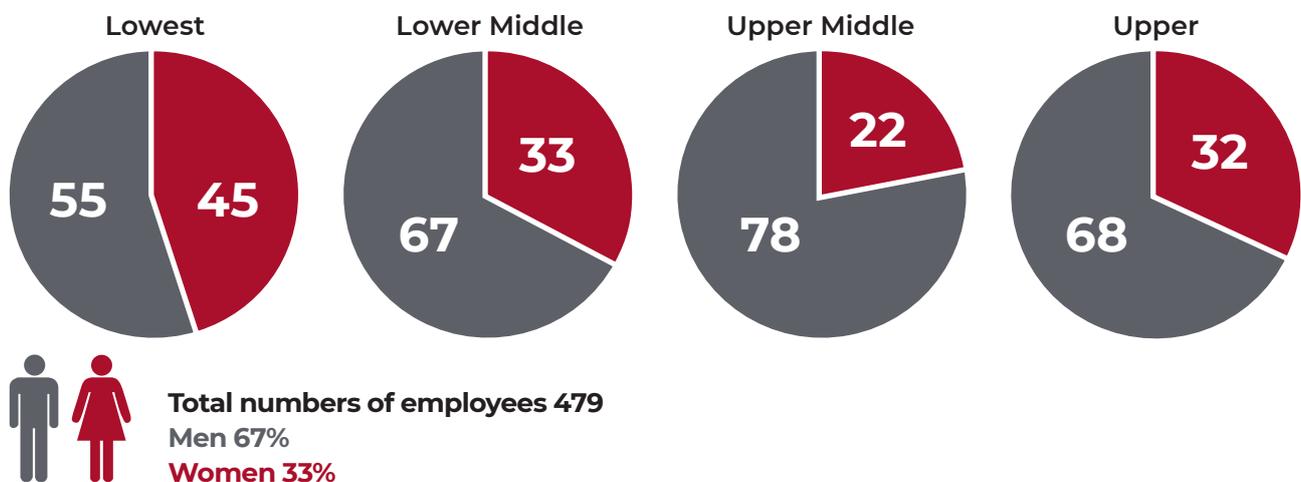
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Proportion of employees awarded a bonus



These charts show a minimal difference in the number of men and women being paid a bonus during the snap shot period.

Pay Quartiles



The above charts demonstrate our gender distribution across four equally sized quartiles within the snap shot period.

We are confident that both men and woman are paid equally for fulfilling equivalent roles across the business. Since April 2017, we have been focusing on improving our gender balance by attracting talent into all areas of our organisation.

I can confirm this data is accurate.

Claire MacLellan,
Managing Director, Media Services & People

Zillah Byng-Thorne,
CEO