



TMW Gender Pay Gap Report April 2023

Difference in mean (average) gender pay gap for hourly pay	24.3%		
Difference in median gender pay gap for hourly pay	19.1%		
Difference in mean (average) gender pay gap for bonus pay	51.1%		
Difference in median gender pay gap for bonus pay	40%		
Percentage of employees who received bonus pay	Women 11.8%	Men 17.2%	
Number of men/women in the quartile pay bands:	Women	Men	
Upper hourly pay quarter	35%	65%	
Upper middle hourly pay quarter	51%	49%	
Lower middle hourly pay quarter	53%	47%	
Lower hourly pay quarter	71%	29%	

As we enter our second year of reporting on our Gender Pay Gap, we note a positive decrease in our median gender pay gap for 2023, dropping from 21% in 2022 to 19.1%.

While we are encouraged by the progress made in narrowing our gender pay gap, we remain mindful of the challenges ahead. We acknowledge the disparity in senior positions, with men holding a disproportionate number of leadership roles, the prevalence of long-serving male employees, and the scarcity of senior vacancies in any given year. Furthermore, talent shortages persist within specific Marketing industry sectors, for example Tech and Creative, posing obstacles to swift and effective change.

Recognising the multifaceted nature of the gender pay gap, we are committed to continuously reviewing and implementing new policies and initiatives to empower and support women in our workplace.

Building upon our efforts from the previous year, we have sustained programs such as our internal mentoring initiative, workshops like Google's #IAmRemarkable, and a recruitment team dedicated to refining our recruitment processes to create change in how and where we recruit.

We remain equally committed to continuing to support our employees' work-life balance through enhanced family-friendly benefits, including maternity, adoption, paternity, and shared parental leave, as well as flexible and supportive working arrangements through our hybrid working model. This enables all staff to better accommodate and balance home life and work life.

This year, we have extended our efforts by utilising platforms such as International Women's Day to facilitate educational discussions and launch support communities addressing various challenges faced in the workplace, from neurodiversity and menopause to caregiving responsibilities. We aim to ensure that women receive the necessary support to remain engaged in the workforce and have a pathway to career progression.

We are an inclusive employer dedicated to creating a workplace that reflects the world we want to live in and ensuring TMW is a place for everybody. We strive for an environment where everyone is treated fairly and respectfully and has equal access to opportunities and resources. Whether you're just getting your foot in the door or you're an experienced employee with shifting life circumstances, we're committed to being flexible to accommodate each person's individual needs.

We remain committed to doing everything we can to close the gender pay gap and will continue to monitor our gender pay gap data, policies, and initiatives in an effort to close the gap over time.