

WarnerMedia™

**UK GENDER PAY GAP REPORT 2019:
TURNER BROADCASTING SYSTEM EUROPE LTD.
AND CABLE NEWS INTERNATIONAL LTD.**



WarnerMedia™ UK GENDER PAY GAP REPORT 2019

For the two entities of Turner Broadcasting System Europe Ltd. and Cable News International Ltd.

INTRODUCTION

The data shown below reflects the gender pay gap findings for April 2019 for the two UK employing entities of Turner Broadcasting System Europe Ltd. and Cable News International Ltd., both of which are registered in the UK and operate internationally.

Equality, diversity and inclusion within the workplace are vital cultural drivers and we are committed to them as a key business priority critical to our success.

The UK Gender Pay Gap Report examines a key aspect of this in “gender pay”. It does not examine “equal pay” - but we are confident that our equal pay framework is robust and consistent, continuing to deliver equal reward for like for like work, and provides a strong platform on which to build.

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TURNER BROADCASTING SYSTEM EUROPE, LTD.

In the Gender Pay Gap Report for 2019, we are pleased to see incremental improvements year on year in most of the key metrics of ordinary pay and bonus pay.

ORDINARY PAY & BONUS GAP

		ORDINARY PAY	BONUS
TURNER	MEAN	31.1%	57.7%
	MEDIAN	27.5%	51.2%

We have a fair and equitable system when it comes to bonus eligibility. Our employees across the business have an equal opportunity to participate in our bonus scheme as part of our commitment to an equal pay framework.

PROPORTION OF EMPLOYEES RECEIVING A BONUS

		2019
TURNER	MALE	80%
	FEMALE	81%

We have yet to make the progress we want to see in our upper pay quartiles, a fact that is also reflected in the median pay gap.

QUARTILE DATA - TURNER

QUARTILE PAY BAND	% OF FEMALES	% OF MALES
Lower	60%	40%
Lower middle	59%	41%
Upper middle	44%	56%
Upper	30%	70%

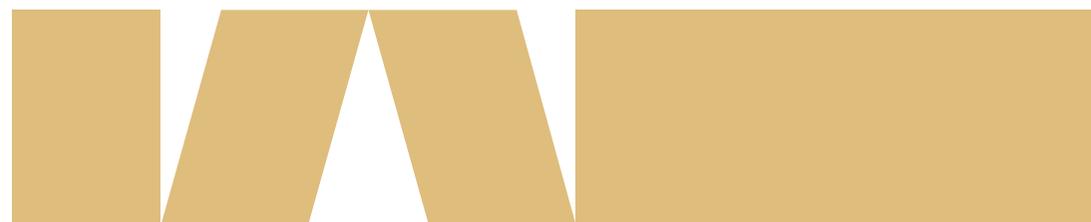
We are pleased to see that we are making progress when it comes to promoting women within the business. When we look at the underlying detail behind the quartile pay data there is a positive upward movement of female salaries in our existing employee base, as more females than males have moved up the pay quartiles during this period. Throughout the business more than half of our internal promotions were female, inclusive of the higher Manager/Director/VP levels.

When it comes to new hires into the company, we are also pleased to see an equal number of male and female hires at manager level and across all teams.

However, we need to look again at our recruitment channels for more senior roles, especially across our sports, gaming and technology teams, and do more to diversify the candidate pool.

As we are a global business, it is worth stating that many of the senior executives based in London are responsible for European and other international markets and do not have UK-only remits. In keeping with that, the actions that we are taking around gender diversity are not limited just to the UK.

While we know there is more work to be done especially when it comes to recruitment, we are pleased to note the general trend in the right direction and the progress made around female promotion within our existing work force.



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CABLE NEWS INTERNATIONAL, LTD.

For the CNN UK business, Cable News International Ltd, the positive progress from 2018 continues.

Once again, the median pay difference has decreased, and the mean ordinary pay gap shows that women continue, on average, to earn more than men – more in fact than in the previous year. Again, this reflects the important roles held by women in London.

ORDINARY PAY & BONUS GAP

		ORDINARY PAY	BONUS
CNN	MEAN	-18.7%	28.2%
	MEDIAN	18.6%	57.3%

PROPORTION OF EMPLOYEES RECEIVING A BONUS

		BONUS
CNN	MALE	99%
	FEMALE	92%

QUARTILE DATA - CNN

QUARTILE PAY BAND	% OF FEMALES	% OF MALES
Lower	54%	46%
Lower middle	58%	42%
Upper middle	32%	68%
Upper	32%	68%

As a global business, it is also important to note that the heads of all the key functions in the CNN London newsroom report into senior women based elsewhere within the CNN operation.

There is more positive news in terms of progression for women. 2019 saw an increase in the number of women moving into top earning quartile compared to 2018.

The percentage of female employees receiving bonuses has been impacted by the fact that a number of new female starters joined between October 2018 and March 2019 and were therefore not eligible for bonuses.



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Across these two reporting units, we continue to focus on a range of efforts to address inclusion across our business, including gender diversity and to strengthen and accelerate our efforts to bring more female talent into senior positions through our 'Opportunity for All' programme.

IN THE LAST 12 MONTHS, WHICH FOLLOWS THE PERIOD OF THE DATA WE ARE REPORTING, WE HAVE:

- Established a mentoring programme, with an initial focus on female only mentees. This goes beyond a 'traditional' mentoring scheme, with leadership coaching for the mentors to ensure the mentor/mentee relationship is impactful
- Set up parental coaching for parents going on and returning from extended leave. Group coaching has also been offered to new fathers, and to line managers of new parents
- Increased rigour and support for hiring managers for all recruitment processes they undertake, to remove potential for bias by focusing on the role and competencies: this includes revised recruitment guidelines that are provided to every hiring manager at the outset of every new recruitment initiative
- Expanded our speaker series featuring predominantly female leaders across the business to share career guidance and progression advice
- Continued to promote our flexible working policy guided by an external specialist consultancy and informed by an employee survey and including the addition of a mandatory line in job adverts that we support flexible working

- Continued our early careers programme, a mix of internships and apprenticeships which are designed to diversify our overall pool of talent from entry level onwards, now in its second year
- Begun the Margaret Moth Internship scheme within CNN: we are in the process of selecting two candidates to join the Studio Operations and Photojournalist teams starting in the summer

Looking ahead, we are pleased to report the upcoming launch of a new employee-led business resource group for women, and a new one specifically for women in technology; these are in addition to a recently established People of Change employee-led business resource group, borne out of a women of colour initiative.

As we continue to build on our company's existing positives in our workforce around the values of diversity and inclusiveness, which are a core part of the new WarnerMedia Ways We Work, our aim is to ensure that all employees feel equipped and encouraged to progress, both in our UK business and throughout the wider organisation.

