

## Boulder Media Gender Pay Gap Report December 2024

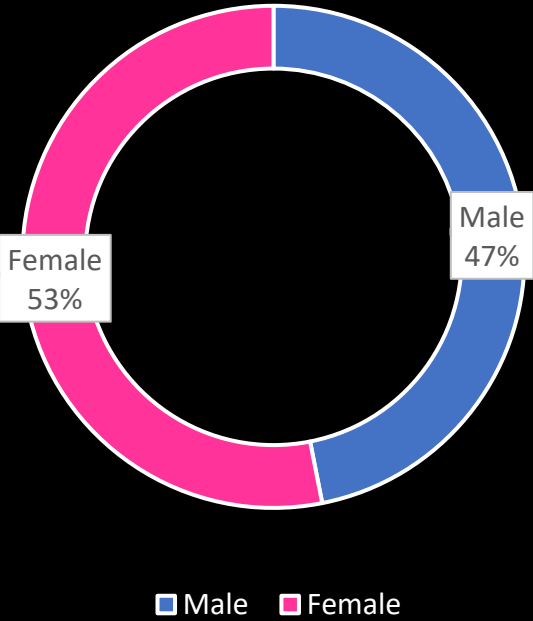
At Boulder Media, we are dedicated to fostering a work environment that champions diversity, equity, and inclusion. We strive to create a culture where everyone feels valued and can truly be themselves. Reflecting our core values of 'Respect', 'Quality', and 'Creativity', we believe that embracing diversity, equity, and inclusion not only benefits our company but also our crew, allowing them to flourish in a creative environment where they feel respected and can bring their entire selves to work every day.

*The data in this report was compiled using a snapshot date of 30<sup>th</sup> June 2024 and includes information from the previous 12 months.*



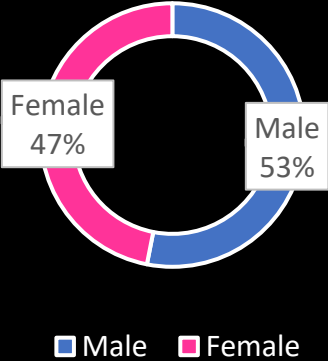
**Boulder Media Population**

**M/F Employees**



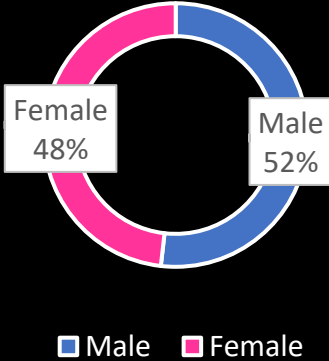
**Mean Hourly Remuneration Gap**

**6.3% Difference**



**Median Hourly Remuneration Gap**

**3.5% Difference**



The mean and median hourly remuneration gap for temporary contract employees is 3.1% and 1.9% respectively.

All employees are eligible for year-end bonuses, which are determined based on the length of service. The mean bonus gap is 4.3% and the median bonus gap is 0% (there is no gap).

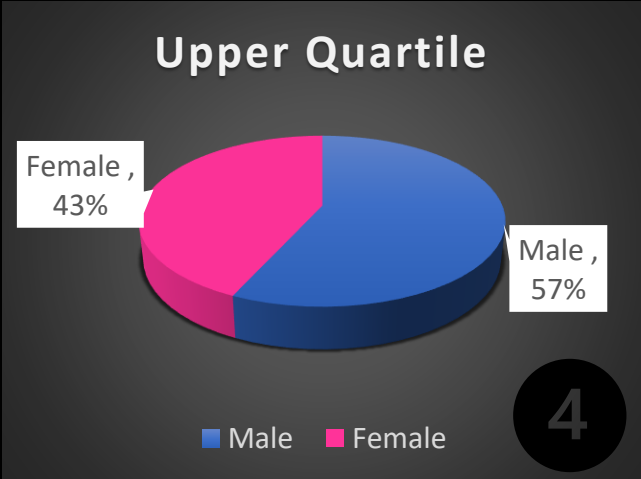
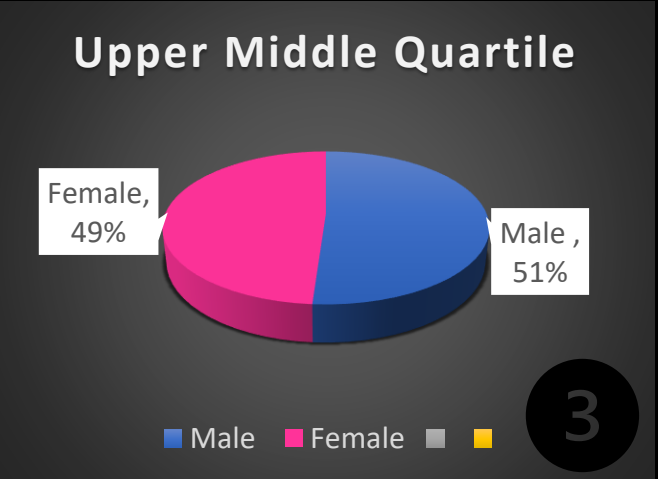
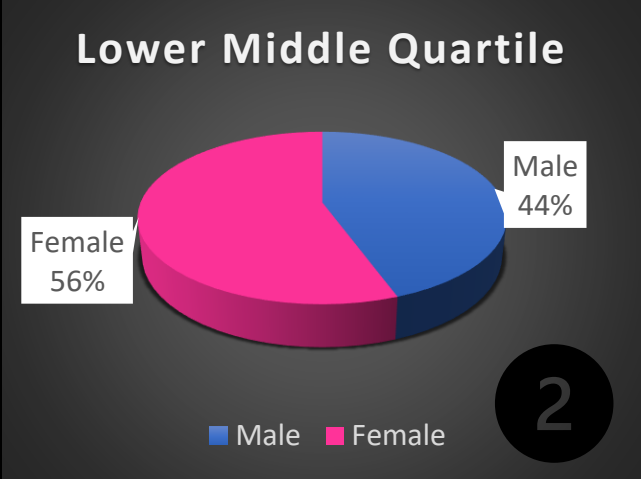
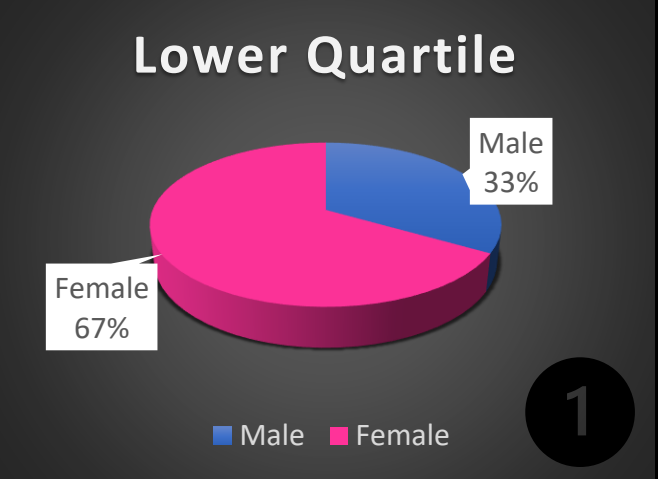
All employees who passed their probation are eligible to avail of a selection of benefits-in-kind.

# Remuneration Quartiles

To understand gender representation across different pay levels within the Company, our Crew are divided into four equal groups based on their salaries.

- 1. Lower remuneration quartile pay band
- 2. Lower middle remuneration quartile pay band
- 3. Upper middle remuneration quartile pay band
- 4. Upper remuneration quartile pay band

By examining the percentage of men and women in each of these pay quartiles, we gained insights into gender pay distribution at various levels within the organisation.





## **Boulders commitment**

Boulder Media is an equal opportunities employer, and we are committed to hiring the best person for every role. However, the data from our recent investigation has highlighted areas where we can improve. We take these findings seriously and are dedicated to implementing meaningful changes to ensure greater equity and inclusivity throughout our hiring processes and workplace culture.