

Gender pay gap report 2025

Frontiers Media Limited, UK



Introduction



The gender pay gap report for 2024-25 reflects the continued commitment by Frontiers Media Limited UK (Frontiers) to creating and maintaining an inclusive, diverse, and supportive working culture which provides opportunities for all employees.



This report offers a comprehensive analysis of Frontiers' gender pay gap metrics, emphasizing our commitment to advancing equity.



The gender pay gap represents average earnings difference between men and women, including disparities in pay, bonuses, and representation.



Addressing this gap is vital for fostering an inclusive workplace, improving employee satisfaction, and ensuring equitable opportunities, aligning with our core values and strategic objectives.



About the UK gender pay gap

As an employer with 250 employees or more, Frontiers is required by law to publish annual information relating to the gender pay gap in our UK organization under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 (United Kingdom).

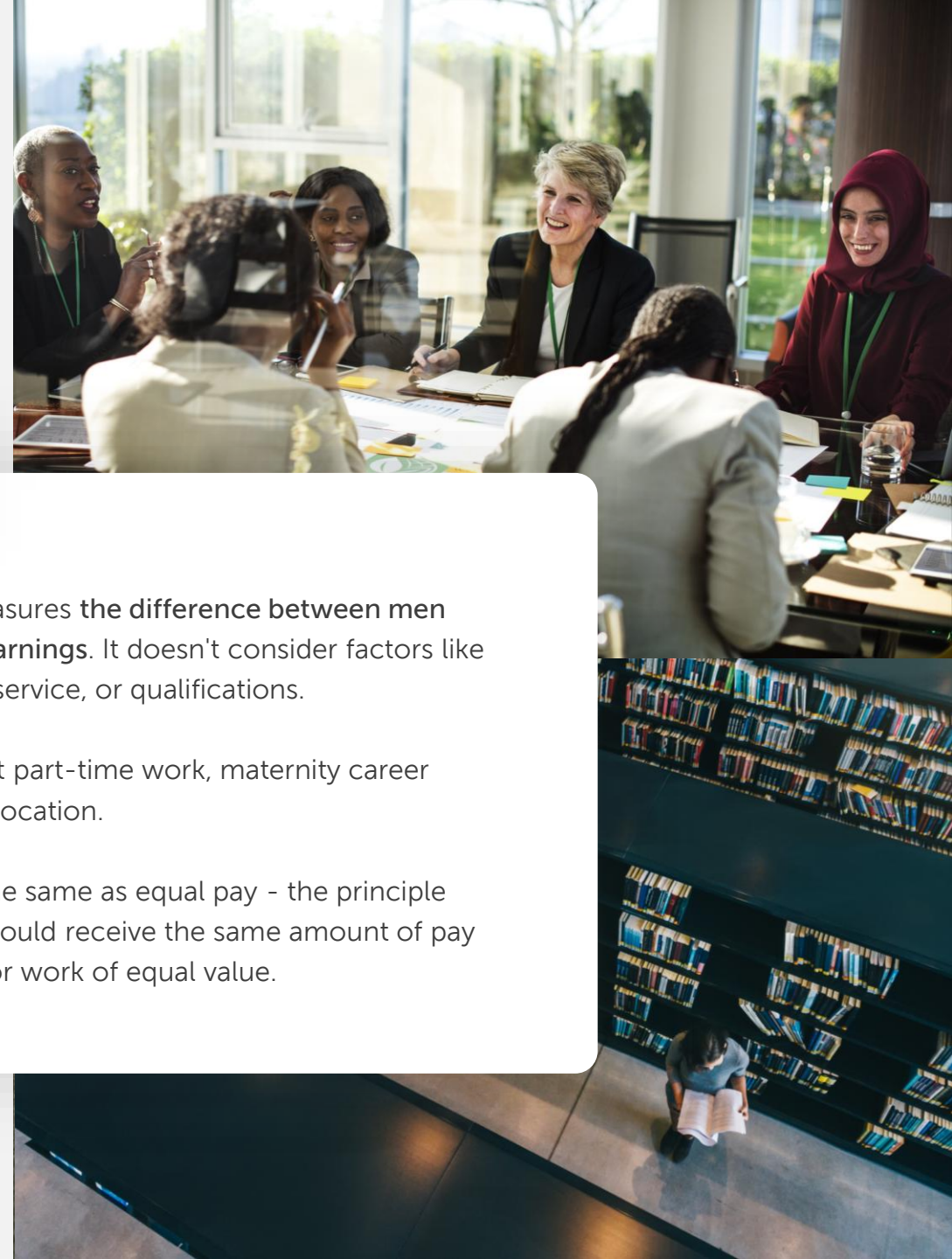
The data in this report, which has been accurately calculated following statutory guidance, is based on a snapshot from 5 April 2025. This information has been published on the [gender pay gap service](#).

Definition

The gender pay gap measures the difference between men and women's average earnings. It doesn't consider factors like specific roles, length of service, or qualifications.

It does take into account part-time work, maternity career breaks, and geographic location.

Gender pay gap is not the same as equal pay - the principle that men and women should receive the same amount of pay for doing the same job or work of equal value.



Reporting scope

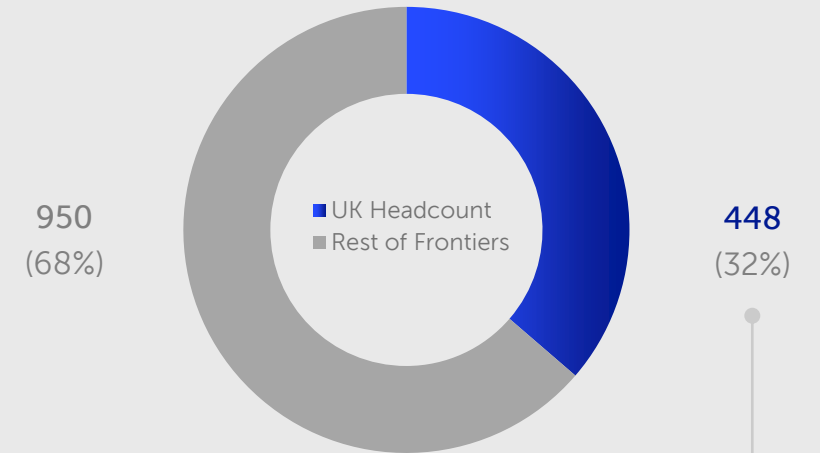


This report focuses specifically on the gender pay gap among our UK-based employees, which is a segment of the broader Frontiers group.

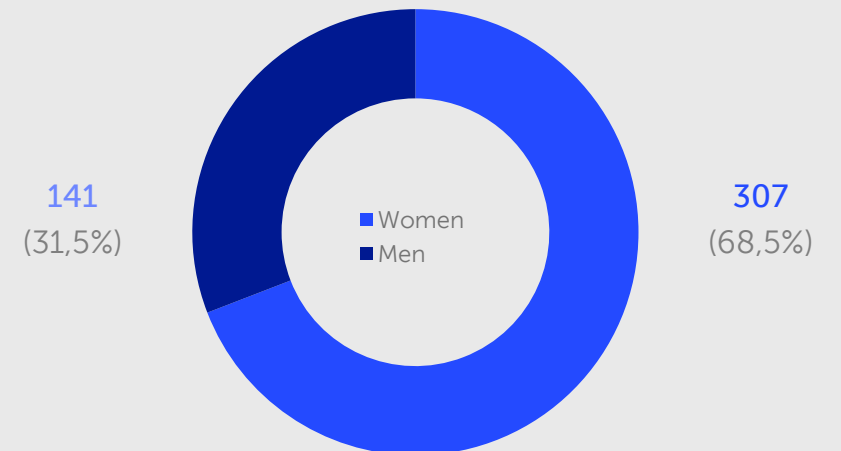
As of our snapshot date in April 2025, the Frontiers group had 1,398 employees worldwide of which **448** were employed in the UK.



1,398 employees worldwide



448 employees in the UK



Our 2025 results

Gender split



On 5 April 2025, Frontiers employed 448 staff in the UK of which 307 (68.5%) were women and 141 (31.5%) were men.

Hourly pay



On average: women are paid 2.66% less than men. For every £1 a man earns, a woman earns £0.9734

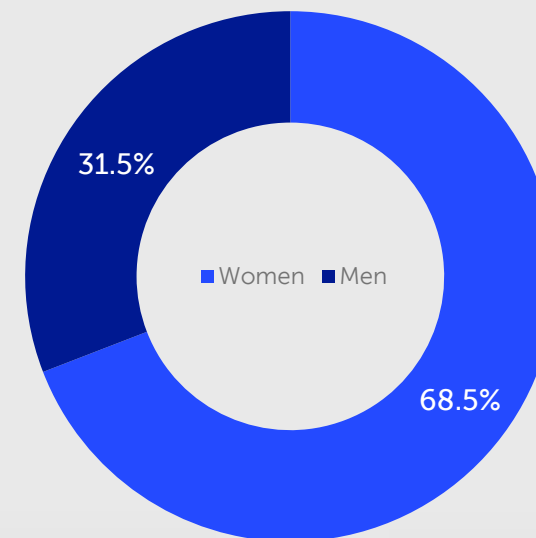
At median: women are paid 4.32% less than men. For every £1 a man earns, a woman earns £0.9568

Proportion of women and men receiving bonus pay

The company paid very limited bonuses in 2025:

- 7 employees in scope of bonus payment
- 2.2% of women received bonus pay in the 12 months ending on 5 April 2025.
- 0% of men received bonus pay in the 12 months ending on 5 April 2025.

448 employees



2.66%

Mean hourly pay difference between men and women employees

4.32%

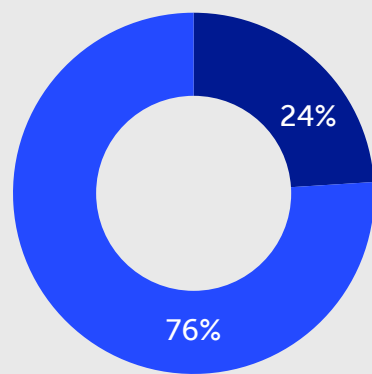
Median hourly pay difference between men and women employees

According to the Office for National Statistics' (ONS), the UK national median gender pay gap for full-time employees as of April 2025 was 6.9%.

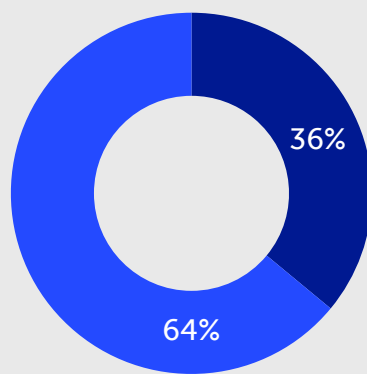
Our 2024/25 reporting shows we have a smaller pay gap than the UK national mean.

Proportion of women and men in base pay quartiles

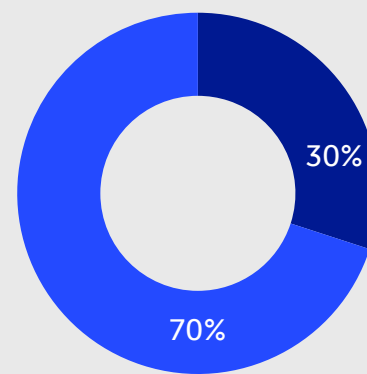
Percentage of women and men per quartile



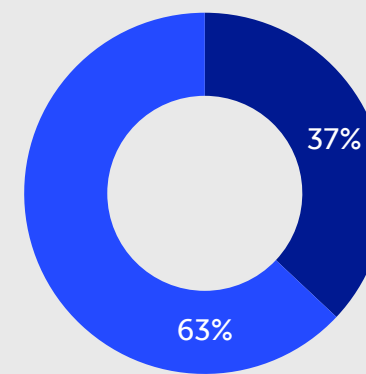
Lower quartile



Lower middle quartile



Upper middle quartile



Upper quartile

Pay quartiles sorts hourly rate in ascending order and divides the population equally across the quartiles. Each quartile is then analyzed to understand the men to women ratio in each.

■ Women
■ Men

Distribution in each quartile is close to the actual population distribution (68.25% women and 31.75% men).

Actions and initiatives

Transparency and monitoring

We monitor and report our gender pay gap figures to understand disparities and inform our actions.

Promoting an inclusive culture

We cultivate a workplace where all employees feel valued and supported. Our Employee Resource Groups (ERGs) play an important role in promoting dialogue and awareness about gender equality and diversity across the organization.

Career development support

We are committed to providing equitable opportunities for career growth through mentorship programs and leadership training.

Equitable recruitment and promotion

Our recruitment and promotion processes are being evaluated to ensure they support gender equality.

Declaration

I confirm that the gender pay gap for UK published in this written statement and submitted to the gender pay gap service is accurate and has been calculated according to the requirements and methodology set out in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Mehmet Toral

Chief Corporate Officer

Frontiers

Appendix: definitions

Element	Details
Frontiers	Frontiers Media Limited (UK)
Covers	All UK employees as on 5 April 2025
Data	Pay reporting: as of 5 April 2025 Bonus reporting: May 2024 – April 2025
Who is in scope	All employees who have a contract of employment – including employees who are part-time, job-sharing, and on leave
Relevant employees	Employees who have a contract of employment – including employees who are part-time, job-sharing, and on leave - used for gender bonus pay gap
Full pay relevant employees	A sub-set of relevant employees - All employees who received their usual full basic pay (Full pay relevant) – used for gender hourly pay gap
Bonus pay	Bonuses, profit sharing, productivity pay, incentives, commissions, long service award (if with monetary value). Excludes – overtime pay, redundancy pay, benefits in kind, PILON

Appendix: methodology

Gender pay gap

Snapshot date	5 April 2025 (April 2025 payroll)
Employees in scope	Only those who received their regular full pay
Calculation	<ul style="list-style-type: none"> • Gross salary: gross salary, adjusted for any salary sacrifices, is calculated to an hourly rate. • Bonus: bonuses earned from May 2024 to April 2025 are converted to an hourly rate, pro-rated for length of service per Gov.uk guidelines, and added to the gross hourly rate. • Average hourly rate: separate average hourly rates for men and women quantify pay disparities.

Bonus pay gap

Snapshot date	5 April 2025 Bonus paid in last 12 months
Employees in scope	All employees employed on 5 April 2025
Calculation	<ul style="list-style-type: none"> • Men: determine the percentage of men receiving bonuses by dividing the number of bonus-receiving men by the total male employees. • Women: calculate the percentage of women receiving bonuses by dividing the number of bonus-receiving women by the total female employees.