



# RED BEE MEDIA GENDER PAY GAP

April 2023 Report

BORN IN BROADCAST, LIVE FOR MEDIA

# OUR COMMITMENT TO ENSURING QUALITY



- Red Bee Media is part of the Ericsson Group.
- We believe that diverse and inclusive teams are stronger, more capable and deliver higher levels of performance and innovation, creating greater business value. They also secure higher levels of employee engagement and satisfaction. We therefore consider and target diversity & inclusion in everything we do.
- We strive for inclusion, diversity and to build communities of engaged employees. As a key part of this strategy, we focus on supporting, mentoring and developing women. We continually aim to improve the gender mix at all levels of the company.
- We are committed to equal opportunity in employment, development, compensation in all aspects of employment, without discrimination due to race, colour, gender or sexual orientation.

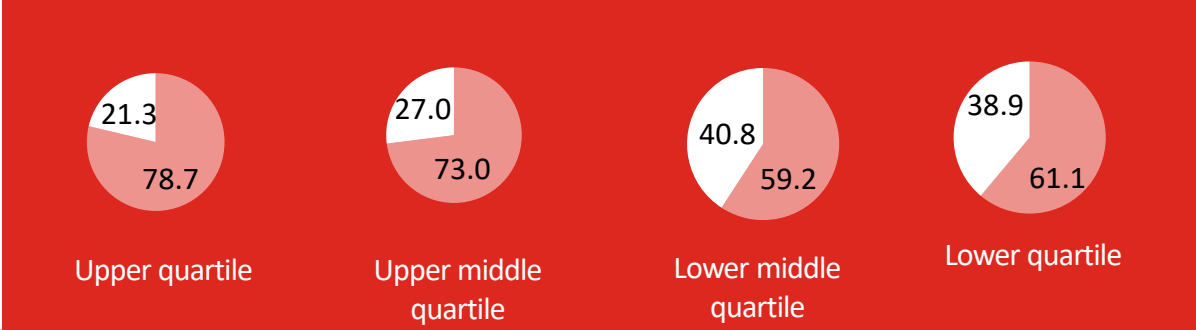


# RED BEE MEDIA IN NUMBERS: APRIL 2023



- Red Bee Media’s objective is to be Europe’s leading video services experts.
- This data is relevant to April 2023 when in the UK, 32% of our employees were female.
- We continue to close our gender pay gap, with small improvements made in 2023, with a mean gap of 12.2%, down from 12.5% in 2022, and 19.3% in 2019.
- Overall whilst the median pay gap has narrowed since 2019, the gap slightly widened by 0.1% from 2022 to 2023. This was due to a small decrease in the proportion of females in upper middle quartile roles, and an increase in lower middle quartile roles.
- There was no gap in bonus pay in 2023, when the average female bonus was 17.6% higher than for males.
- The median bonus gap has widened since 2022 (24.3% from 7.9% ). This is due to a higher proportion of females receiving bonuses for smaller amounts, resulting in a lower median bonus.

■ Male  
■ Female



## 2023 Gender Pay Gap

**12.2 %**

(12.5%)

Gender pay gap mean

**15.8%**

(15.7%)

Gender pay gap median

**-17.6%**

(-22.2%)

Bonus pay gap mean

**24.3%**

(7.9%)

Bonus pay gap median

**35.4%**

(32.7%)

Males receiving bonus

**28.3%**

(21.3%)

Females receiving bonus

(2022 Gender Pay Gap shown in brackets)

# COMMITTED TO CLOSING THE PAY GAP



Red Bee Media continues to be committed to increasing its female workforce within the UK and closing the gap in gender pay, particularly focusing on increasing the number of women in medium to senior roles.

We continue to focus on ways in which to attract and retain women in Red Bee Media and developing into more senior roles, with the aim of increasing the number of women in our workforce. We are implementing a series of ongoing initiatives such as:

- ❑ An established Global Red Bee Media Diversity & Inclusion Forum, with representatives from across the business and organisation, which communicates ongoing tasks and activities;
- ❑ A refocused approach to recruitment to ensure more inclusive recruitment pools which include more women and diverse candidates;
- ❑ A relaunched Mentoring Programme with the aim of encouraging female participation;
- ❑ An increased proportion of women going through leadership training with a target of 50% female participation;
- ❑ Continued sponsorship of RISE, supporting gender diversity across the media technology sector, and encouraging female staff to join the RISE Mentoring scheme; and
- ❑ We continue to closely monitor gender pay for inequity, and make adjustments where necessary.

Our objective is to continue to improve the gender balance in our workforce at all levels in the organisation and continue to address the gender pay gap.

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Approved by

James Arnold  
CEO



PART OF ERICSSON



A woman with dark hair and glasses is smiling and looking upwards. She is wearing a white top. The background is a blurred broadcast studio with red and purple lighting. There are several glowing light trails in the background, consisting of dashed lines and solid circles, suggesting a digital or broadcast environment.

RED  
BEE

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