



Newsprinters Holdings Limited

Gender Pay Gap

2025/26

As of 5th April 2025

Following the formation of the joint venture between News UK and DMG Media in 2024, this is the first year we at Newsprinters Holdings Limited (Newsprinters) have published a Gender Pay Gap Report.

When analysing our results this year, it is clear to see that our gender pay gap is materially influenced by the low number of female employees within our Company & industry as a whole. This is particularly reflected in our pay gap figures within each quartile and our overall median pay gap.

We are proud to have such loyal and dedicated employees with fantastic length of service at Newsprinters. However, this does mean that there are limited opportunities to attract new diverse talent to the Company.

We remain committed to increasing female representation at all levels of our Company whenever possible, ensuring that our recruitment processes attract a diverse range of applicants and that we foster an inclusive culture where all employees feel supported and valued.

We have two women holding integral positions on our senior leadership team, with more taking up senior management positions across our sites.

We also continue to build on our fantastic apprenticeship programme which supports our succession planning and encourages further diversity in our workforce.

Overall, our first mean gender pay gap results are at **4.4%** and our median pay gap is at **24.7%**.

We are committed to improving on these results in the years to come.

We can confirm that the data we have reported is accurate.

Andrew Young

Andrew Young
Director of People & Culture



Overall Gender Pay Gap Results

PAY GAP

MEAN GAP

4.4%

MEDIAN GAP

24.7%

Mean gap is significantly lower than median gap.

BONUS GAP

MEAN GAP

18.2%

MEDIAN GAP

0.0%

No median bonus gap, but a notable mean gap exists.

QUARTILES

Quartile

Male

Female

Upper

94.8%

5.2%

Upper Middle

98.7%

1.3%

Lower Middle

92.2%

7.8%

Lower

84.2%

15.8%

PROPORTION RECEIVING A BONUS

MALE

91.2%

FEMALE

87.0%

Overall, our mean gender pay gap results are positive at **4.4%** but our median pay gap results are high at **24.7%**. We are committed to improving on these results in the years to come.