



2023 PAY GAP REPORT

ITV PLC

INTRODUCTION

All UK companies with 250 or more employees are required to publish gender pay gap information. A gender pay gap isn't the difference in pay between men and women doing the same or similar work – that's 'equal pay' and UK law prohibits less favourable treatment due to gender. At ITV, we're committed to equal pay for equal work for our employees, as set out in the Equality Act 2010.

Instead, a gender pay gap shows the difference between the average pay of all women and the average pay of all men, irrespective of any differences in the work they do. As a result, it's affected by how the workforce is made up, including the numbers of men and women in different types of jobs and at different levels of seniority.

This report contains ITV's 2023 gender pay gap information, as required under The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. We've been publishing our ethnicity pay gap data on a voluntary basis since 2018, and last year we published our disability and LGBTQ+ pay gap information for the first time.

During 2023, the Government published voluntary guidance for employers on ethnicity pay reporting. We've updated our 2023 report to reflect this guidance, which includes publishing separate pay gap information for different ethnic groups. Tracking and aiming to reduce our pay gaps are an important part of our broader diversity, equity and inclusion work at ITV.

Further information on the commitments ITV has made to increase diversity both on and off-screen, and the actions that have been taken to improve representation, can be found in our [Diversity Acceleration Plan Report](#).

REPORTING REQUIREMENTS

Companies are required to report the following gender pay gap information:

- **Gender pay gap**
the difference between the median, and also the mean, hourly rate of pay for men and for women, based on the April pay period.
- **Gender bonus gap**
the difference between the median, and also the mean, value of bonus pay for men and for women over the 12 months to April.
- **Bonus proportions**
the proportions of men and women who received bonus pay during the 12 months to April.
- **Quartile pay bands**
if the total workforce was put in order of hourly rate of pay and then split into four groups of equal size, or quartiles, this is the proportions of men and women in each of the four groups.

MEDIAN AND MEAN

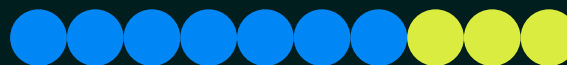
The legislation requires average pay to be calculated in two different ways, using the **median** and also the **mean**:

- **Median**
if all women were lined up in order of their pay, and so were all men, the median pay for men and the median pay for women would be the pay of the individual in the middle of each line. The median gender pay gap compares these two values. The median indicates the typical situation in the middle and is less affected by any outliers at the top or bottom.
- **Mean**
to calculate the mean level of pay for women and for men, the pay of all women is added together and then divided by the number of women, and the pay of all men is added together and then divided by the number of men. The mean gender pay gap compares these two values. The mean is more affected by any particularly high or low values within a group.

GENDER PAY GAP EXAMPLE

A workforce is made up of:

- Ten analysts (seven women and three men), who are all paid £30,000 a year.



- Six senior managers (two women and four men), who are all paid £75,000 a year.



- Women
- Men

Everyone who does the same job is paid equally, but:

- If you add together the pay for all nine women and divide by the number of women, the mean pay for all women is £40,000. If you add together the pay for all seven men and divide by the number of men, the mean pay for all men is £55,714. Comparing these two values results in a mean gender pay gap of 28.2%, which means the mean pay for women is 28.2% less than for men.
- If you were to line up all nine women in order of pay, the woman in the middle of the line would be paid £30,000. If you were to do the same for all seven men, the man in the middle of the line would be paid £75,000. Comparing these two values results in a median gender pay gap of 60%, which means the median pay for women is 60% less than for men.

The gender pay gap in this example is due to the different numbers of men and women doing each type of job.

Gender PAY GAP

OUR GENDER PAY GAP

According to the Office for National Statistics (ONS), the overall UK median gender pay gap is currently 14.3%. These are the gender pay gap figures for ITV overall¹, which have been calculated in line with the reporting regulations.

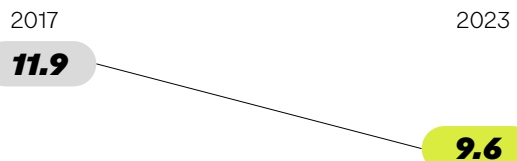
We expect to see some fluctuation in our figures from one year to the next, but we're pleased that both our median and mean gender pay gaps continue to show an overall downward trend since our first report. Our median pay gap of 9.6% also remains lower than the current overall UK median pay gap.

The gender balance of our workforce remains strong, with slightly more women than men working at ITV overall (54% women versus 46% men). Our gender pay gap exists because of the make-up of our workforce, with more men than women working in the most senior or highly paid roles at ITV, and more women than men in lower paying roles. However, the proportion of women in the upper and upper middle quartile pay bands has increased since 2017.

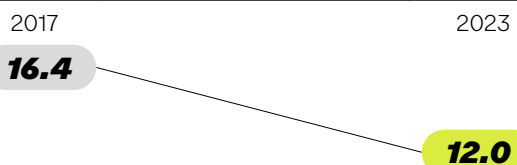
We're committed to supporting flexibility and helping all of our employees balance their career with life outside of work. At ITV, more women than men choose to work less than full-time hours, and take extended family leave, which also has an impact on our numbers.

GENDER PAY GAP %

MEDIAN



MEAN

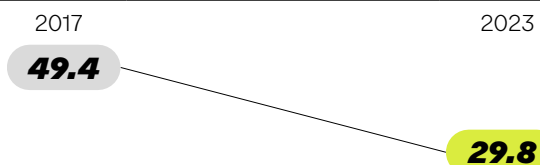


GENDER BONUS GAP %

MEDIAN



MEAN



BONUS PROPORTIONS %

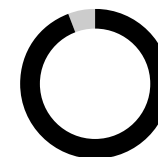
Women receiving bonus pay

93.5



Men receiving bonus pay

94.2



QUARTILE PAY BANDS (%)

| | UPPER | UPPER MIDDLE | LOWER MIDDLE | LOWER |
|---------|-------|--------------|--------------|-------|
| ● Women | 45.1% | 53.1% | 56.5% | 60.3% |
| ● Men | 54.9% | 46.9% | 43.5% | 39.7% |



MEDIAN GENDER PAY GAP BY QUARTILE PAY BAND

-1.6

1.6

-0.1

0.2

¹ Overall ITV figures are based on all permanent and fixed-term ITV employees based in England, Scotland, Wales and Northern Ireland, who are subject to standard ITV contractual terms and conditions. In line with the regulations, we've excluded those people who aren't employed on a permanent or fixed-term contract of employment and for whom it's not reasonably practicable to obtain the data required for the calculations.

Ethnicity PAY GAP

OUR ETHNICITY PAY GAP

Companies aren't currently required to publish information about their ethnicity pay gap, and we include this in our report on a voluntary basis.

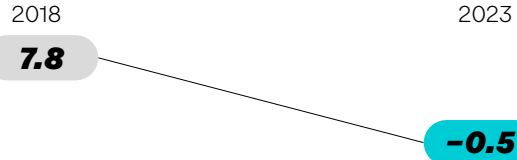
These are the ethnicity pay gap figures for ITV overall, which have been calculated in line with the regulations that apply for gender pay gap reporting. These figures show the difference between the average pay of all self-disclosed White employees and the average pay of all People of Colour².

The proportion of People of Colour in the upper quartile pay band has increased from 10.6% in 2018 to 16.7% in 2023. In the upper middle pay band, the number has also increased from 10.7% in 2018 to 14.5% in 2023.

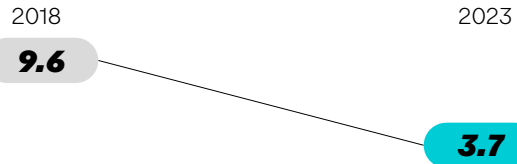
The proportion of People of Colour in the lower quartile pay band reflects the greater diversity of participants in our entry level schemes and also in entry level roles, as we actively aim to open up these opportunities to individuals who may not have previously considered ITV as a potential employer.

ETHNICITY PAY GAP %

MEDIAN



MEAN

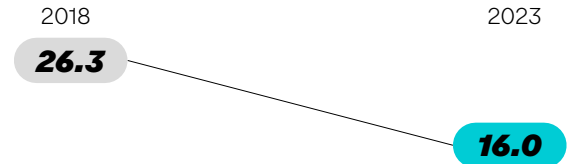


ETHNICITY BONUS GAP %

MEDIAN



MEAN



BONUS PROPORTIONS %

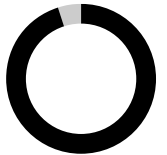
People of Colour receiving bonus pay

92.7



White employees receiving bonus pay

95.0



QUARTILE PAY BANDS (%)

| | UPPER | UPPER MIDDLE | LOWER MIDDLE | LOWER |
|--------------------|-------|--------------|--------------|-------|
| ● People of Colour | 16.7% | 14.5% | 11.2% | 19.8% |
| ● White employees | 83.3% | 85.5% | 88.8% | 80.2% |



MEDIAN ETHNICITY PAY GAP BY QUARTILE PAY BAND

5.9

-1.5

1.9

4.5

² Overall ITV figures are based on all permanent and fixed-term ITV employees based in England, Scotland, Wales and Northern Ireland, who are subject to standard ITV contractual terms and conditions and who have voluntarily told us their ethnicity - 93% of employees. The 7% of our employees who have not shared their ethnicity have been excluded from these calculations.

³ People of Colour includes Black, Asian and minority ethnic employees.

OUR DISAGGREGATED ETHNICITY PAY GAPS

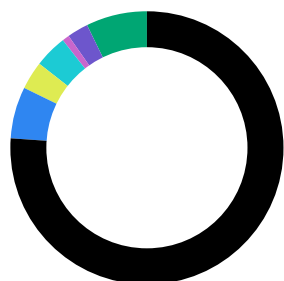
This year, we are also publishing our disaggregated ethnicity pay gaps for the first time, which compare the average hourly pay of different ethnic groups to that of White employees. Our approach is based on the Government's guidance for employers on ethnicity pay reporting.

2023 DISAGGREGATED ETHNICITY PAY GAPS (%)

| | ASIAN/ ASIAN BRITISH | BLACK AFRICAN/ BLACK CARIBBEAN/BLACK BRITISH | MIXED/ MULTIPLE ETHNIC GROUPS |
|-------------------------|-------------------------|---|----------------------------------|
| MEDIAN PAY GAP | -20.7% | 20.2% | 14.6% |
| MEAN PAY GAP | -10.5% | 22.1% | 12.8% |
| MEDIAN BONUS GAP | 0% | 0% | 0% |
| MEAN BONUS GAP | -1.0% | 45.4% | 19.0% |

In line with the guidance on minimum category sizes, we have chosen not to publish our pay gap data for White employees compared to other minority ethnic groups. This is to ensure statistical robustness and to guard against information about individual employees being disclosed.

REPRESENTATION OF ETHNIC GROUPS AT ITV (%)

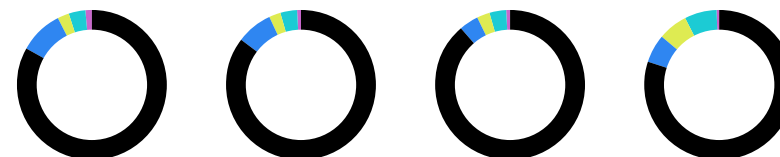


- White **76.3%**
- Asian/Asian British **6.1%**
- Black African/Black Caribbean/Black British **3.2%**
- Mixed/Multiple Ethnic Groups **4.0%**
- Other Minority Ethnic Groups **0.7%**
- Prefer not to say **2.7%**
- No Data **7.0%**

Based on the population of employees in our 2023 Pay Gap calculations who have voluntarily completed their ethnicity data, and the proportion of employees who haven't completed their ethnicity data.

PROPORTION OF ALL EMPLOYEES BY ETHNIC GROUP IN EACH PAY QUARTILE (%)

| | UPPER | UPPER MIDDLE | LOWER MIDDLE | LOWER |
|---|--------------|--------------|--------------|--------------|
| ● White | 83.3% | 85.5% | 88.8% | 80.2% |
| ● Asian/Asian British | 9.4% | 7.7% | 4.1% | 6.0% |
| ● Black African/Black Caribbean/Black British | 2.3% | 2.6% | 2.7% | 6.5% |
| ● Mixed/Multiple Ethnic Groups | 3.8% | 3.5% | 3.6% | 6.9% |
| ● Other Minority Ethnic Groups | 1.2% | 0.7% | 0.8% | 0.5% |

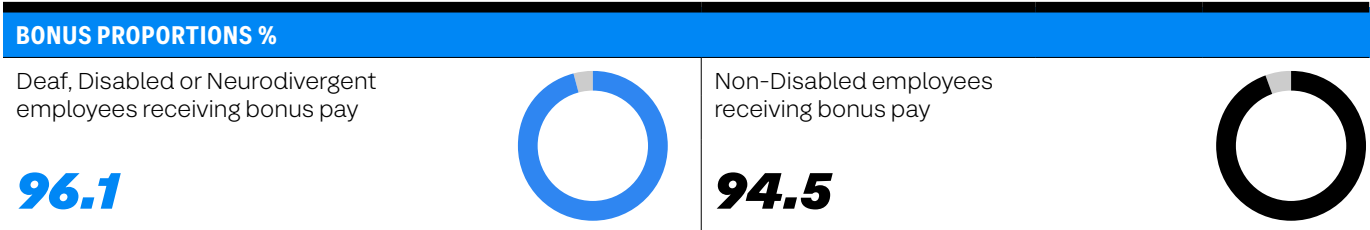
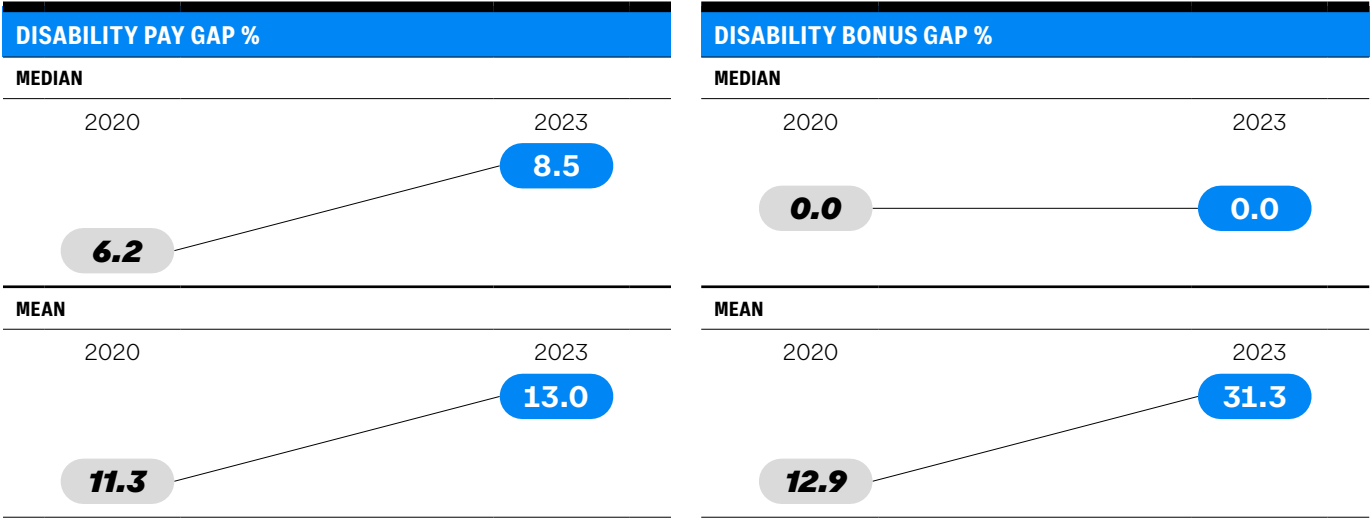


Disability PAY GAP

OUR DISABILITY PAY GAP

We voluntarily publish our disability pay gap information, which shows the difference between the average pay of all employees who shared that they are Deaf, Disabled or Neurodivergent, and the average pay of employees who shared they do not have a disability.

Although the proportion of Deaf, Disabled and Neurodivergent employees in the upper quartile pay band has reduced slightly from 9.5% in 2022 to 9% in 2023, there has been a year-on-year increase in all of the other quartile pay bands.



| QUARTILE PAY BANDS (%) | | | | |
|---|------------|--------------|--------------|------------|
| | UPPER | UPPER MIDDLE | LOWER MIDDLE | LOWER |
| ● Deaf, Disabled or Neurodivergent employees | 9.0% | 11.8% | 13.3% | 15.1% |
| ● Non-Disabled employees | 91.0% | 88.2% | 86.7% | 84.9% |
| MEDIAN DISABILITY PAY GAP BY QUARTILE PAY BAND | 2.9 | -0.7 | 0.7 | 6.0 |

LGBTQ+ PAY GAP

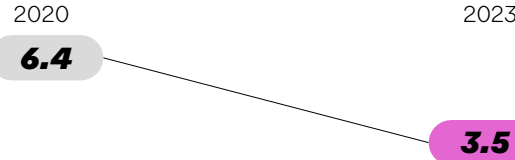
OUR LGBTQ+ PAY GAP

We also voluntarily publish our pay gap between employees who identify as Lesbian, Gay, Bisexual, Trans or Queer (LGBTQ+), and employees who identify as heterosexual.

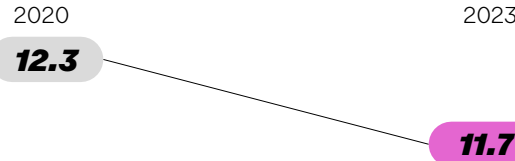
We're pleased to see a reduction since 2020 in our median and mean pay gaps, and also a year-on-year increase in representation of LGBTQ+ colleagues in every quartile pay band.

LGBTQ+ PAY GAP %

MEDIAN



MEAN

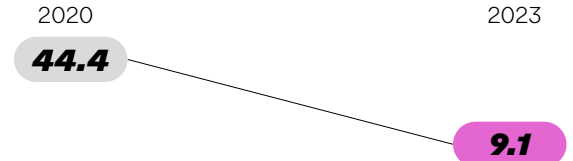


LGBTQ+ BONUS GAP %

MEDIAN



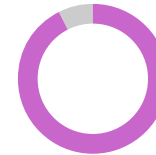
MEAN



BONUS PROPORTIONS %

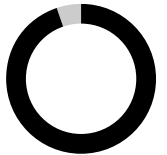
LGBTQ+ employees receiving bonus pay

92.5



Non-LGBTQ+ employees receiving bonus pay

94.9



QUARTILE PAY BANDS (%)

| | UPPER | UPPER MIDDLE | LOWER MIDDLE | LOWER |
|---|------------|--------------|--------------|------------|
| ● LGBTQ+ employees | 9.3% | 9.8% | 8.8% | 13.1% |
| ● Non-LGBTQ+ employees | 90.7% | 90.2% | 91.2% | 86.9% |
| MEDIAN LGBTQ+ PAY GAP BY QUARTILE PAY BAND | 3.7 | 1.5 | 1.0 | 6.2 |

STATUTORY DISCLOSURES

Due to the way ITV is structured, we're required to publish separate gender pay gap information for five different ITV companies, all of which have already been included in the overall gender pay gap figures above⁴.

These statutory figures represent smaller subsets of our overall employee figures and as a result, they are much more sensitive to any changes in the data. As we think about and manage ITV as one organisation, we believe our gender pay gap figures for ITV overall show a much more accurate picture of the business as a whole.

⁴ In line with the regulations, we've excluded employees based in Northern Ireland from the statutory disclosures, as well as anyone who isn't employed on a permanent or fixed-term contract of employment and for whom it's not reasonably practicable to obtain the data required for the calculations.

ITV BREAKFAST LIMITED

| SUMMARY | MEDIAN | MEAN |
|----------------------|-------------|--------------|
| Gender pay gap (%) | 5.7% | 2.1% |
| Gender bonus gap (%) | 0.0% | -0.7% |

BONUS PROPORTIONS

| | | | |
|-------------------------------|-------------|-----------------------------|-------------|
| Women receiving bonus pay (%) | 95.9 | Men receiving bonus pay (%) | 92.2 |
|-------------------------------|-------------|-----------------------------|-------------|

| QUARTILE PAY BANDS | WOMEN | MEN |
|--------------------|--------------|--------------|
| Upper (%) | 54.0% | 46.0% |
| Upper middle (%) | 70.6% | 29.4% |
| Lower middle (%) | 64.7% | 35.3% |
| Lower (%) | 68.6% | 31.4% |

ITV SERVICES LIMITED

| SUMMARY | MEDIAN | MEAN |
|----------------------|--------------|--------------|
| Gender pay gap (%) | 19.6% | 11.6% |
| Gender bonus gap (%) | 0.0% | 12.4% |

BONUS PROPORTIONS

| | | | |
|-------------------------------|-------------|-----------------------------|-------------|
| Women receiving bonus pay (%) | 92.7 | Men receiving bonus pay (%) | 93.0 |
|-------------------------------|-------------|-----------------------------|-------------|

| QUARTILE PAY BANDS | WOMEN | MEN |
|--------------------|--------------|--------------|
| Upper (%) | 41.0% | 59.0% |
| Upper middle (%) | 40.9% | 59.1% |
| Lower middle (%) | 57.3% | 42.7% |
| Lower (%) | 57.9% | 42.1% |

ITV BROADCASTING LIMITED

| SUMMARY | MEDIAN | MEAN |
|----------------------|-------------|--------------|
| Gender pay gap (%) | 8.0% | 15.4% |
| Gender bonus gap (%) | 0.0% | 33.7% |

BONUS PROPORTIONS

| | | | |
|-------------------------------|-------------|-----------------------------|-------------|
| Women receiving bonus pay (%) | 95.5 | Men receiving bonus pay (%) | 94.4 |
|-------------------------------|-------------|-----------------------------|-------------|

| QUARTILE PAY BANDS | WOMEN | MEN |
|--------------------|--------------|--------------|
| Upper (%) | 47.4% | 52.6% |
| Upper middle (%) | 52.9% | 47.1% |
| Lower middle (%) | 56.6% | 43.4% |
| Lower (%) | 64.9% | 35.1% |

ITV STUDIOS LIMITED

| SUMMARY | MEDIAN | MEAN |
|----------------------|-------------|--------------|
| Gender pay gap (%) | 4.8% | 9.3% |
| Gender bonus gap (%) | 0.0% | 44.4% |

BONUS PROPORTIONS

| | | | |
|-------------------------------|-------------|-----------------------------|-------------|
| Women receiving bonus pay (%) | 95.4 | Men receiving bonus pay (%) | 94.6 |
|-------------------------------|-------------|-----------------------------|-------------|

| QUARTILE PAY BANDS | WOMEN | MEN |
|--------------------|--------------|--------------|
| Upper (%) | 55.7% | 44.3% |
| Upper middle (%) | 48.9% | 51.1% |
| Lower middle (%) | 57.2% | 42.8% |
| Lower (%) | 59.4% | 40.6% |

ITV CONSUMER LIMITED

| SUMMARY | MEDIAN | MEAN |
|----------------------|---------------|--------------|
| Gender pay gap (%) | 18.0% | 19.7% |
| Gender bonus gap (%) | -26.4% | 42.8% |

BONUS PROPORTIONS

| | | | |
|-------------------------------|-------------|-----------------------------|-------------|
| Women receiving bonus pay (%) | 88.8 | Men receiving bonus pay (%) | 92.8 |
|-------------------------------|-------------|-----------------------------|-------------|

| QUARTILE PAY BANDS | WOMEN | MEN |
|--------------------|--------------|--------------|
| Upper (%) | 33.8% | 66.3% |
| Upper middle (%) | 30.9% | 69.1% |
| Lower middle (%) | 51.9% | 48.1% |
| Lower (%) | 63.8% | 36.3% |

Declaration

We confirm that ITV's gender pay gap report is accurate and meets the requirements of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.


Carolyn McCall
 CEO


David Osborn
 Chief People Officer