



# GENDER PAY GAP REPORT 2019

## FOR REFERENCE DATE 5 APRIL 2019

*"At Discovery we cultivate a culture of diversity and equality, and provide the tools to power people's progress, both in our employee population and the wider community."*

*"It is the foundation that our company was built upon and the fuel that continues to drive us forward."*

JB Perrette, President & CEO Discovery International





# MESSAGE FROM AMY GIRDWOOD

## EVP INTERNATIONAL PEOPLE & CULTURE

At Discovery, we celebrate diversity and inclusion, and support wellbeing across our employee population, encouraging employees to develop their careers and reach their potential. Our third year of gender pay reporting has again given us the opportunity to reflect on our progress within the UK specifically.

We are pleased that our “health check” assessment continues to show fairness in pay and bonus levels and an equal balance of men and women across all levels. We are also able to report this year that we now have an even 50/50 Male Female split at our Top Executive level compared with previous years reports. In the following pages we explain our results and the analysis we have completed.

Our pay gap results remain much lower than the UK average of 17.3%\* and we continually review our compensation structure to ensure it is robust and fair. We champion equal opportunities for all and a career and pay framework that is free from bias.

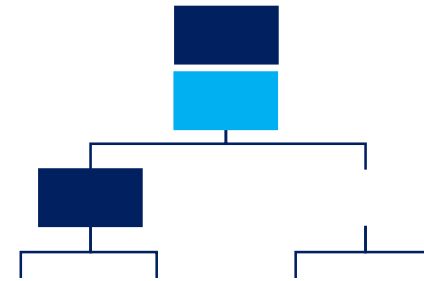
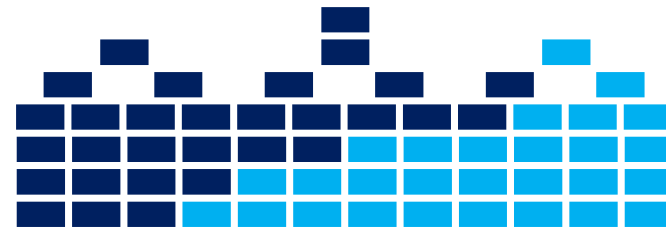
### DECLARATION

I confirm that the information and data reported is accurate as of the snapshot day 5 April 2019.



**Amy Girdwood**  
Executive Vice President People & Culture

\*<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/bulletins/genderpaygapintheuk/2019>





# OUR 2019 RESULTS: GENDER PAY GAP FOR DISCOVERY UK

We believe strongly in transparency and the importance of gender pay reporting, so we are providing results for Discovery U.K. as a whole in addition to the regulatory requirements.

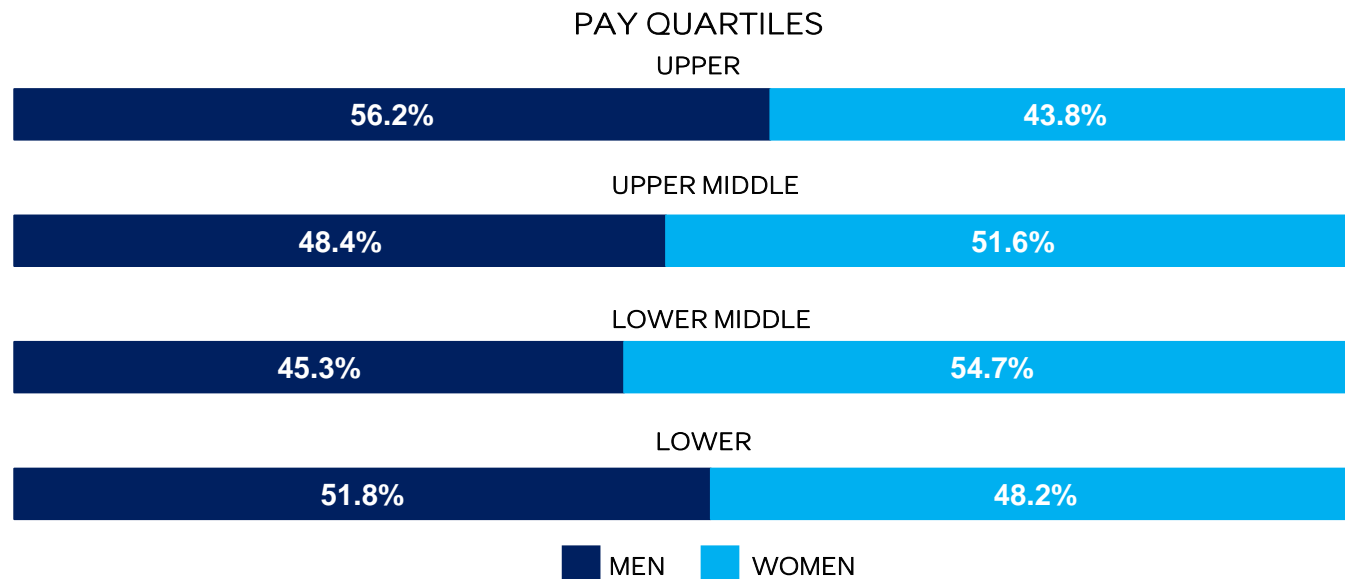
Our total employee population for 2019 has decreased slightly compared with previous year, however we still continue to maintain an even distribution of male and female employees at all levels.

Our 2019 gender pay gap results show a slight increase in our pay and bonus gaps in favour of men.

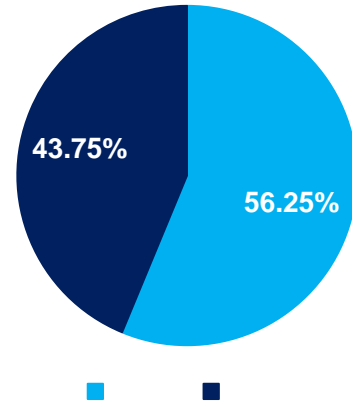
Discovery's global "pay-for-performance" philosophy means that our gender pay and bonus gaps may fluctuate a few percent in either direction year-on-year, and we are confident there is no underlying bias.

Removing our President & CEO of Discovery International from the analysis, who is based in the UK, to focus on 99% of the organisation, reduces the **mean pay gap to 13.7% in favour of men and bonus gap to -2.0% in favour of women.**

GENDER GAPS	MEDIAN (MIDDLE)	MEAN (AVERAGE)	PROPORTION OF MEN & WOMEN RECEIVING A BONUS	
			Men	Women
Pay	5.8% in favour of men	17.7% in favour of men	Men	90.6%
Bonus	13.9% in favour of men	38.7% in favour of men	Women	87.1%



### NEW HIRES BY GENDER



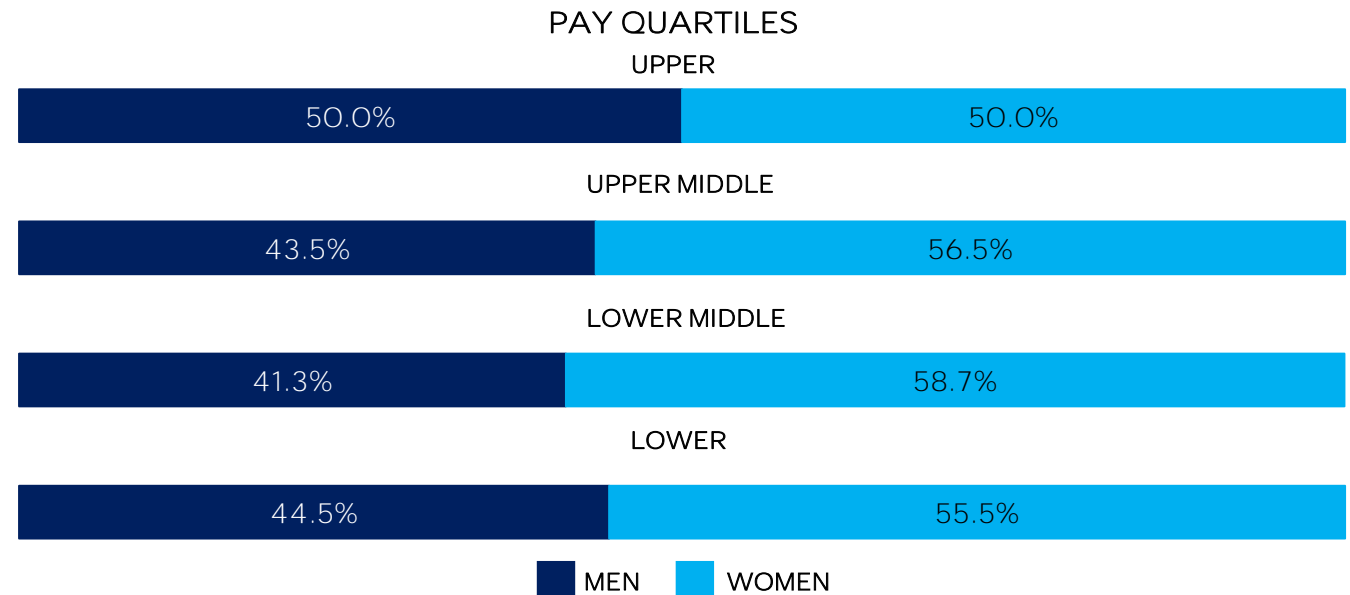
# OUR 2019 RESULTS: MANDATORY GENDER PAY GAP REPORTING FOR DISCOVERY CORPORATE SERVICES LIMITED ONLY



GENDER GAPS	MEDIAN (MIDDLE)	MEAN (AVERAGE)	PROPORTION OF MEN & WOMEN RECEIVING A BONUS	
			Men	Women
Pay	5.4% in favour of men	15.1% in favour of men	93.5%	
Bonus	25.5% in favour of men	46.9% in favour of men	86.9%	

Our published results according to the regulations for our single largest UK entity, Discovery Corporate Services Limited, show a slight increase in our pay and bonus gaps in comparison to the previous year.

Similar to our all entities Discovery UK results, removing our President & CEO of Discovery International from the analysis reduces the pay & bonus gaps, particularly the



We have an enduring commitment to diversity and inclusion and our brand and people strive to spark curiosity and enable innovation.

Discovery places the growth and development of employees among our top priorities and believes that building a global w