
“Centaur is focused on attracting and retaining the best people for the job, regardless of gender, ethnicity or background; and with a high take up of flexible working across the business, we are pleased to support opportunities for continued growth and development for everyone.

We remain committed to building on this strong foundation and to accelerating this progress further.”



GENDER

PAY GAP

REPORT 2017

Gender Pay Gap Information

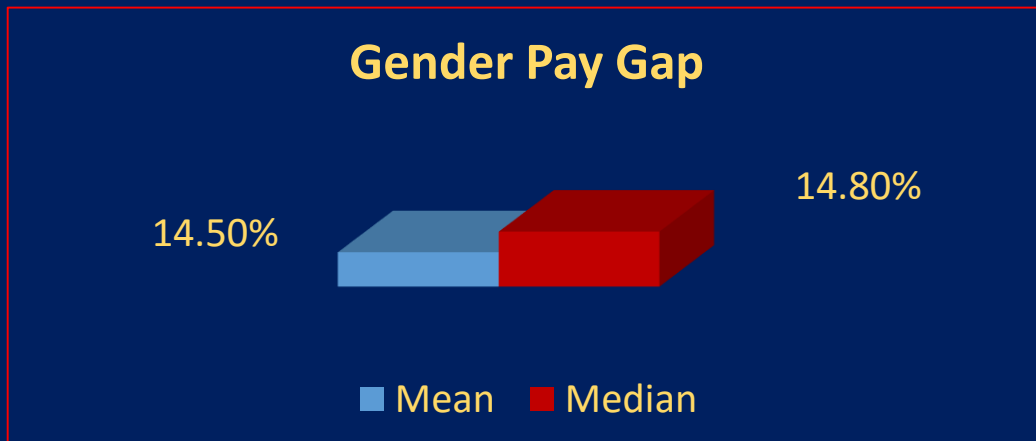
There is a requirement for all UK companies with over 250 employees to report publically on their gender pay. The information in this report has been prepared in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. Centaur Media has submitted its data under the name of Chiron Communications, our employing entity.



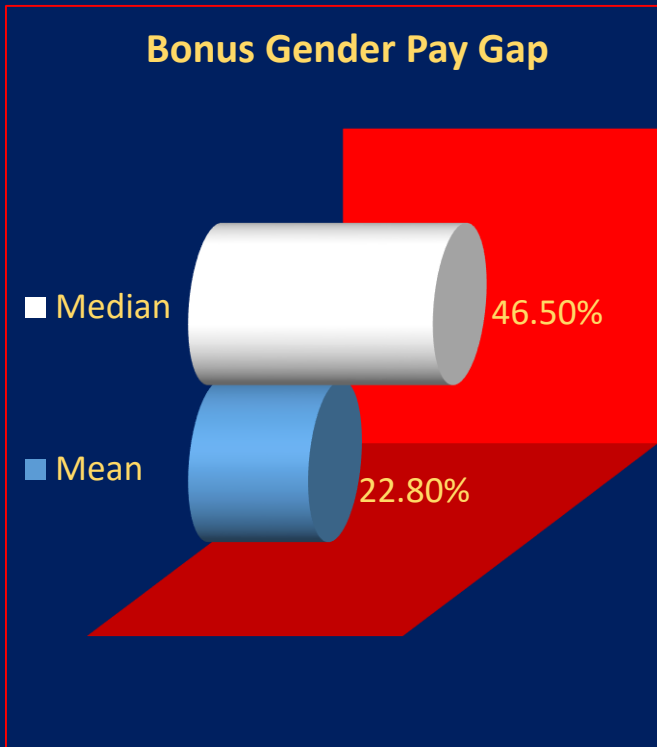
Mean and Median Gender Pay Gap

The table below shows the mean and median gender pay gaps for all employees based on their hourly rates of pay on the snapshot date of 5 April 2017.

A gender pay gap exists as different jobs pay different salaries and the number of men and women doing those jobs varies. This should not be confused with equal pay which is the difference in pay rates between men and women undertaking similar roles.



Bonus Payments



Proportion of employees receiving a bonus payment



There is a number of factors contributing to both the pay and bonus gap as follows:

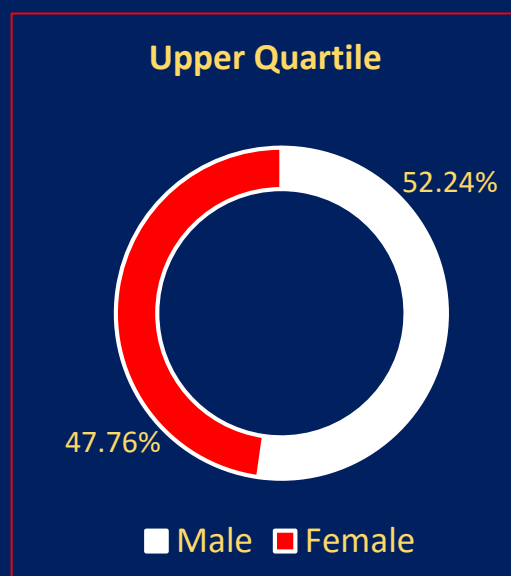
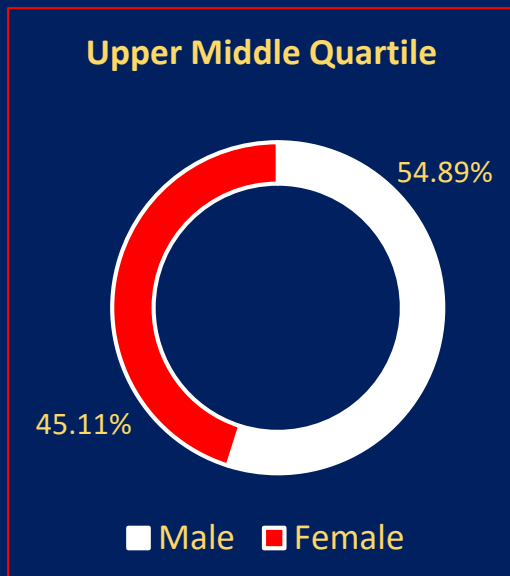
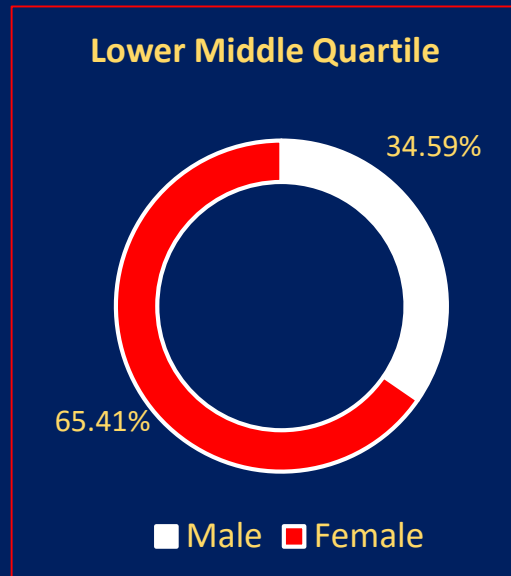
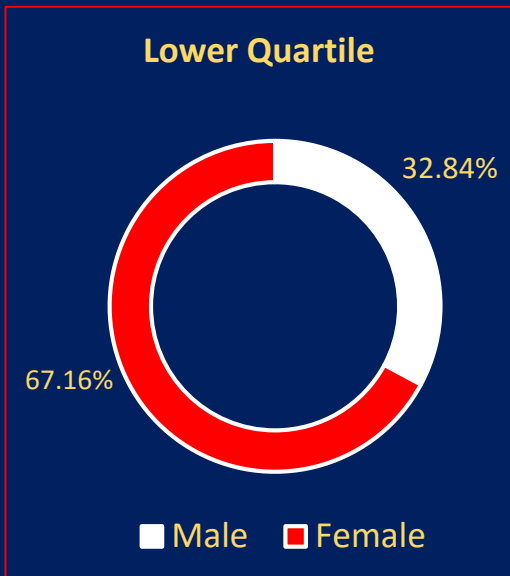
- We have more men employed in sales roles which have an opportunity to earn commission or bonus
- Among our staff, 22% have a formal flexible working arrangement who receive a pro-rated salary and bonus or commission payments. Of this 22%, two thirds are women
- A total of 28 women took enhanced parental leave during the reporting period which impacts bonus and commission payments

Pay Quartiles

The graphs below illustrate the number of men and women in each pay category.

Our male-to-female ratio remains well balanced and we retain a strong

representation of women at a senior level. Two out of six (33%) of our Board members are female, and four out of six (66%) of our Executive Committee are female. Women are also well represented at Senior Leadership level as indicated by the figures in the upper middle and upper quartiles.





Summary

We continue to adopt a pro-active approach to diversity through our recruitment strategy, policies and working practices and are constantly looking for ways to attract and retain the best people for the job regardless of their background, gender or ethnicity.

All London based staff are paid above the London Living Wage and one of our recent initiatives has been the launch of an LGBT+ Network.

We also have a number of family friendly policies including enhanced maternity and paternity leave, flexible work options, as well as a return rate of maternity leavers in excess of 90%.

A considerable number of staff (22%) both male and female, are working flexible/reduced hours including our COO, Company Secretary, one of the Oystercatchers Managing Partners, Group Head of HR and a Research Director.