



Our Gender Pay Gap Report 2024

Statutory Report for The Random House Group
and Penguin Books Ltd including DK



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Pay Gap Reporting at Penguin Random House UK

In June 2024 we published our first Environmental, Social and Governance (ESG) report. This combines the previously separate sustainability, diversity & inclusion, and pay gap reports into one comprehensive report that outlines progress against our four responsible business priorities:

- We give everyone equal access to books
- We create readers of the future
- We make books for everyone
- We think and act for the planet

In the ESG report we voluntarily publish pay gap reporting for the following measures;

- Gender
- Ethnicity
- Disability
- LGTQIA+
- Socio-Economic

You can read about our progress across all our pay gaps as well as the actions we are taking to close our pay gaps [here](#).

Statutory Disclosure

Under the Regulations we are required to report the gender pay gap for each of our legal employing entities with more than 250 employees. As a result of a merger in 2013, Penguin Random House UK has two employing entities: The Random House Group, and Penguin Books Ltd. Dorling Kindersley (DK) operates independently of Penguin Random House UK; however its employees are also employed by Penguin Books. We have therefore voluntarily reported our gender pay gap, alongside our ethnicity, disability, socio-economic, LGTQIA+ pay gap data as Penguin Random House, excluding DK in our ESG report, as this reflects a meaningful data set for our organisation.

To meet the statutory reporting requirement we provide the gender pay gap data for The Random House Group and Penguin Books Ltd (including DK) here. The difference in the level of the gap in the statutory reports is driven by the shape of the organisations as seen in the quartile analysis which shows the overall gender split in both employing entities.

The Random House Group employing entity is 67% female and 33% male and the Penguin Books and DK employing entity is 77% female and 23% male. There are fewer men in the Penguin Books and DK employing entity. The impact of significantly fewer men in entry level and mid-level roles and an increasing level of men as you move up through each quartile means the impact on the gender pay gap is much more pronounced.

Statutory Gender Pay Gap

The Random House Group Limited

Hourly Gender Pay Gap

2.7%
Mean hourly pay gap
(2023: 6.6%)

-5.8%
Median hourly pay gap
(2023: -6%)

Mean bonus pay gap

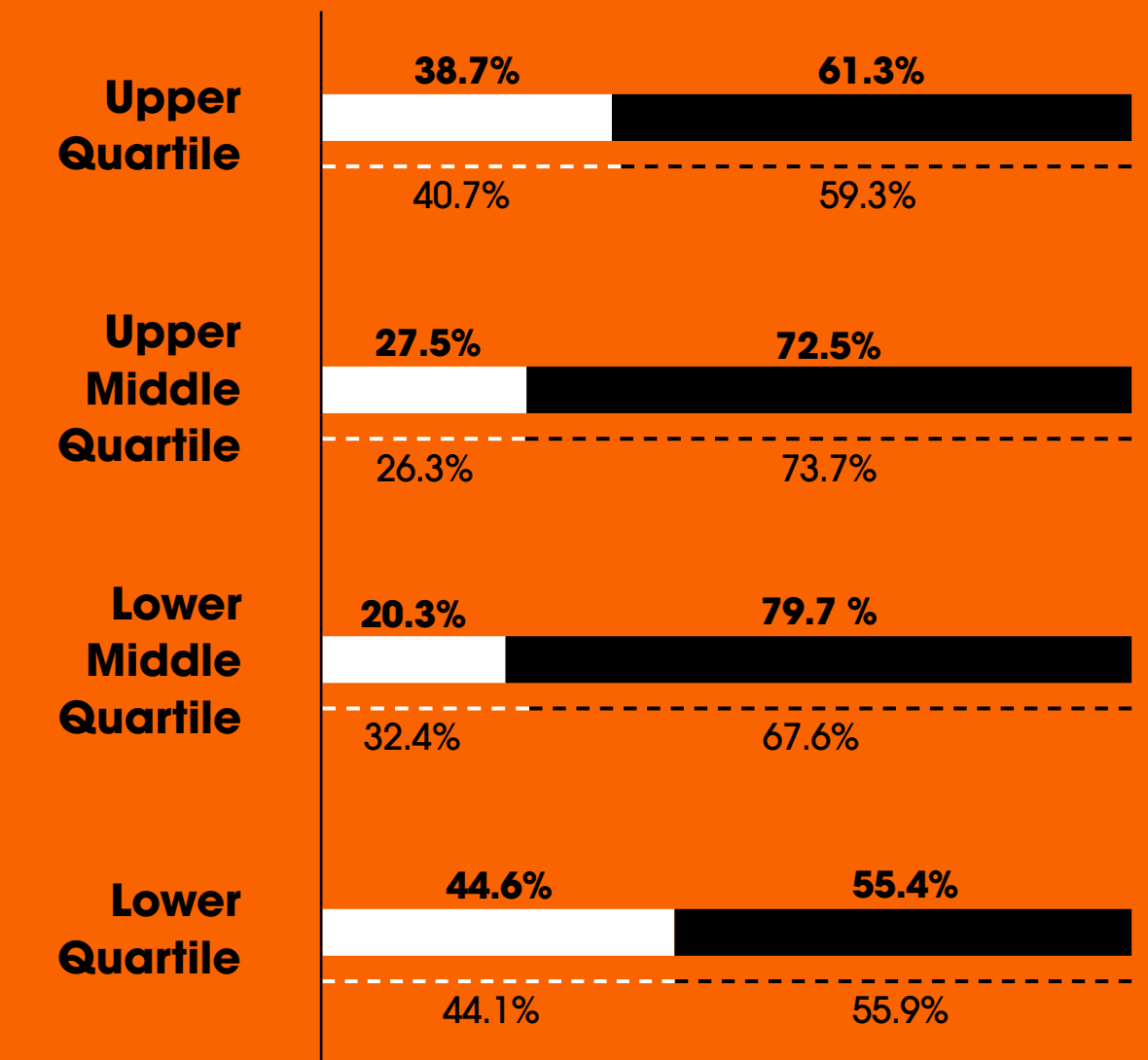
25.5%
Mean hourly pay gap
(2023: 31.0%)

Median bonus pay gap

5.2%
Median hourly pay gap
(2023: 2.0%)

Proportion of colleagues in each pay quartile

The pay quartile analysis shows our organisation divided into four equal quarters, based on hourly pay and the proportion of men and women in each quartile.



Men (2024) Women (2024)
Men (2023) Women (2023)

Female colleagues receiving bonus payment

93.0%

Male colleagues receiving bonus payment

94.0%

Statutory Gender Pay Gap

Penguin Books Limited & DK

Hourly Gender Pay Gap

22.8%
Mean hourly pay gap
(2023: 24.6%)

10.7%
Median hourly pay gap
(2023: 15.0%)

Mean bonus pay gap

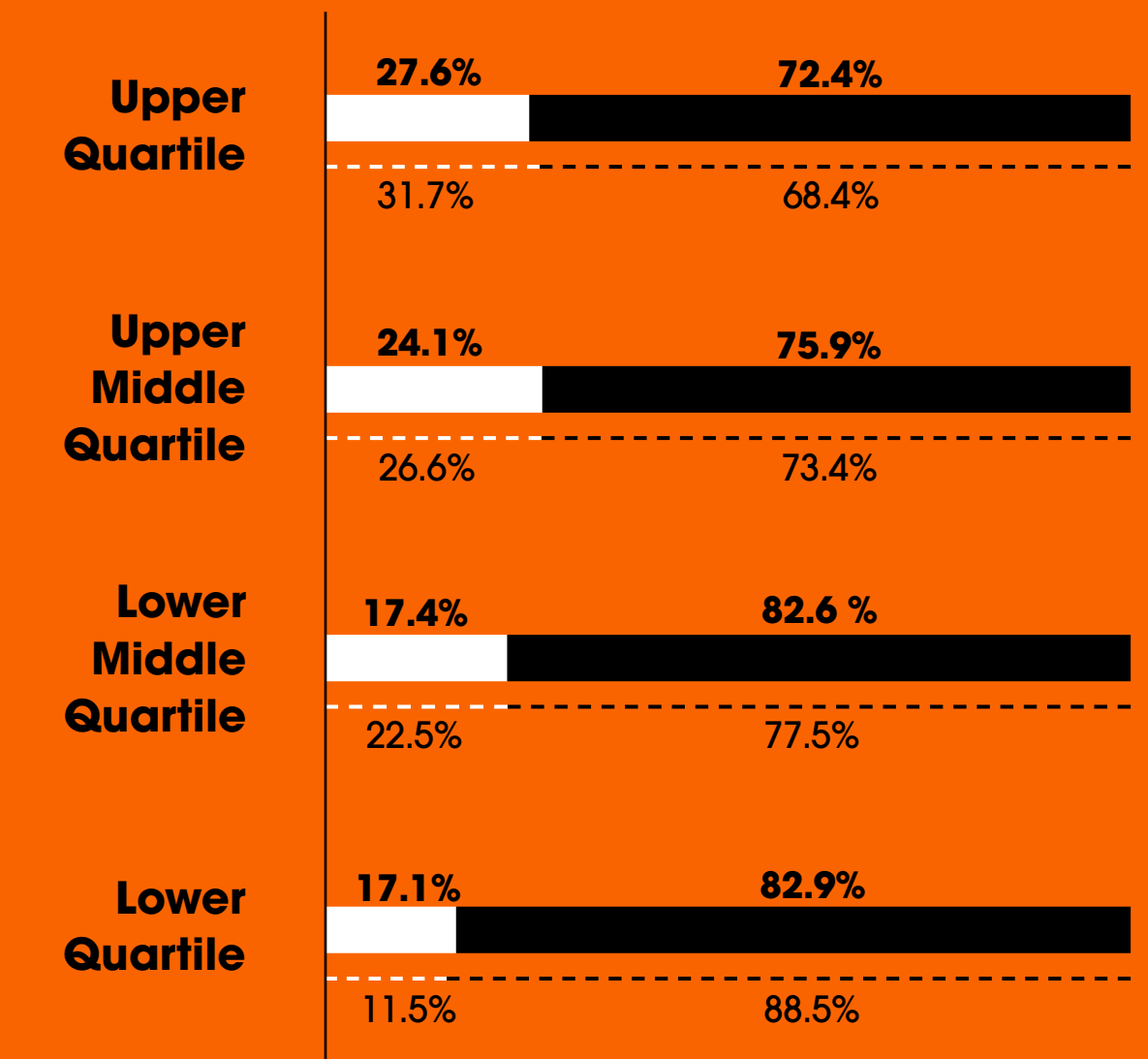
61.8%
Mean hourly pay gap
(2023: 52.0%)

Median bonus pay gap

16.0%
Median hourly pay gap
(2023: 10.1%)

Proportion of colleagues in each pay quartile

The pay quartile analysis shows our organisation divided into four equal quarters, based on hourly pay and the proportion of men and women in each quartile.



Men (2024) Men (2023) Women (2024) Women (2023)

Female colleagues receiving bonus payment

94.9%

Male colleagues receiving bonus payment

94.2%

Declaration

I confirm that our data has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Anika Holder, HR Director



