



Our Gender Pay Gap Report 2025

Statutory Report for The Random House Group



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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**
- **LGBTQIA+**
- **Socio-Economic**

You can find our previous pay gap reports [here](#). Our ESG reports are available [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.

Following organisational alignment, all Penguin Random House colleagues, previously employed by Penguin Books Ltd, and Quadrille are now directly employed by The Random House Group Ltd.

Penguin Books limited now only employs colleagues working for DK (Dorling Kindersley), which continues to operate independently of Penguin Random House UK.

These changes have impacted the year-on-year comparison and we are not comparing like-for-like in this report, which is important to bear in mind when reading this data.

To meet the statutory reporting requirement, we have provided the gender pay gap data for The Random House Group Ltd here.

The Random House Group employs 1899 colleagues, 76.7% female and 23.3% male.

There are significantly fewer men in entry level and mid-level roles, although the ratio of male to female colleagues increases as you move up through each pay quartile.

This means the impact on our gender pay gap is more pronounced.

Statutory Gender Pay Gap

The Random House Group Limited

Mean hourly pay gap

7.7%
Mean hourly pay gap
2024: 2.7%

Median hourly pay gap

1.3%
Median hourly pay gap
2024: -6.2%

Mean bonus pay gap

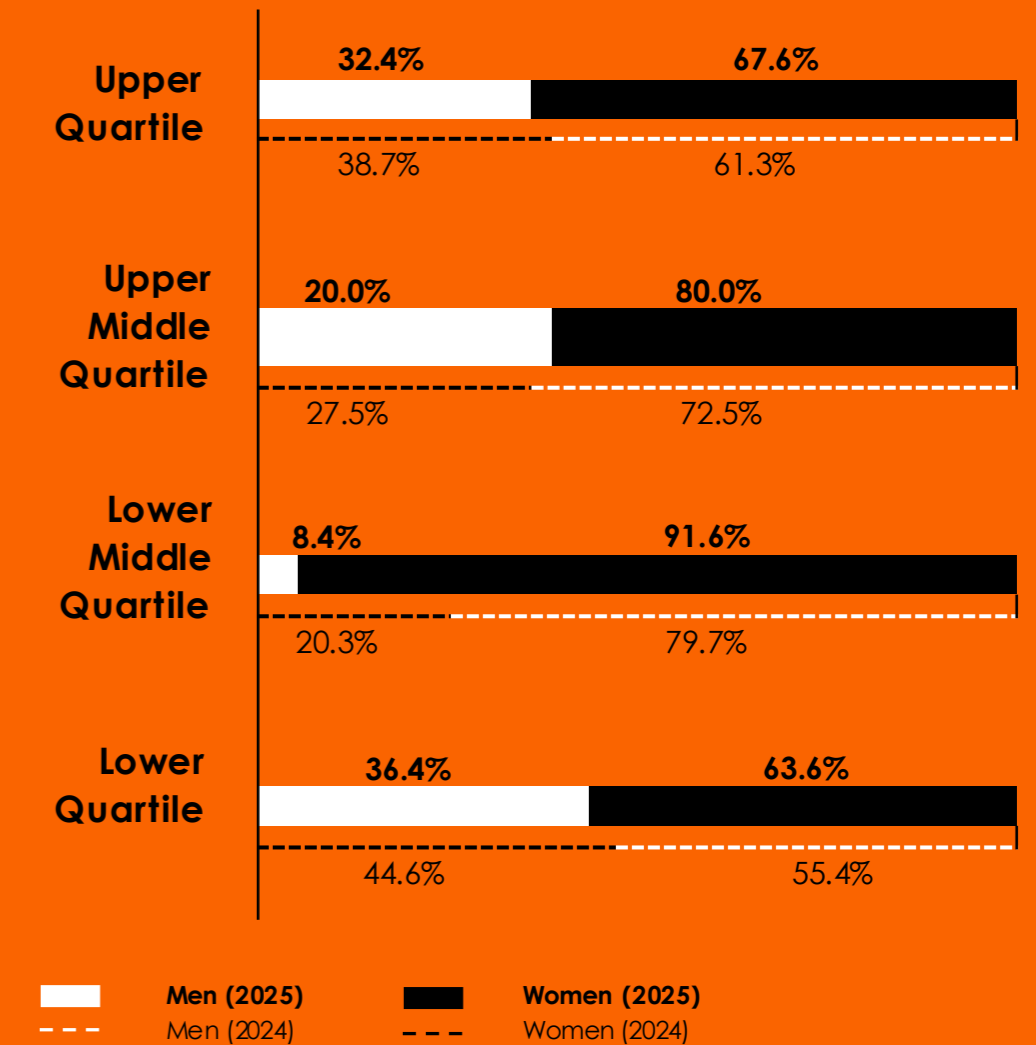
36.7%
Mean bonus pay gap
2024: 25.5%

Median bonus pay gap

0.1%
Median bonus pay gap
2024: 5.2%

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.



Female colleagues receiving bonus payment

94.1%

Male colleagues receiving bonus payment

95.7%

Note: 2024 figures exclude colleague who were previously employed by the Penguin employing entity. For the 2025 figures the data is consolidated for all Penguin Random House colleagues.

Declaration

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

Val Garside, HR Director



