

The image features the Turner logo in a bold, italicized, black sans-serif font. The logo is positioned in the upper left quadrant. The background is white with several light blue geometric elements: a large circle in the top left, a series of vertical lines of varying heights to the right of the logo, a triangle in the bottom left, and a square in the bottom center. The overall design is clean and modern.

TURNER

**UK GENDER PAY GAP
REPORT APRIL 2018**

INTRODUCTION

In the past year, as part of Turner's **commitment to diversity and inclusion**, it has accelerated its gender diversity efforts. Most specifically, this has involved a raft of new or strengthened measures under its new '**Opportunity for All**' initiative, shaped by employee feedback. To date this initiative has introduced new processes around recruitment and promotion, improved communication of job opportunities across the company, rolled out conscious inclusion training, and set up a working parent forum. Additionally, we are pleased to say that across EMEA we have had a **50-50 gender split** both of all new staff who were recruited and started with us in 2018 in director or above roles, or staff who were promoted into director or above roles from within the company. We also note that the data reported in our UK Gender Pay Gap Report for 2018 shows an **encouraging overall trend** towards a closer gender pay balance.

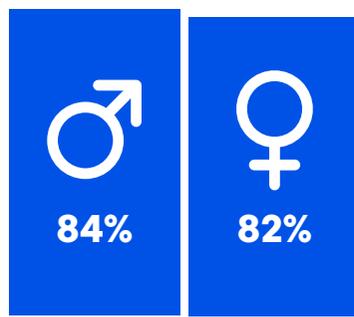
Equality, diversity and inclusion within the workplace are vital cultural drivers and critical to our success. This survey examines a key aspect of this in "gender pay". It does not examine "equal pay" - but we are confident that our equal pay framework is robust and consistent, continuing to deliver equal reward for like for like work, and provides a strong platform on which to build.

The data shown below reflects the gender pay gap findings for April 2018 for our two UK employing entities of Turner Broadcasting System Europe Ltd and Cable News International Ltd both of which are registered in the UK and operate internationally.

TURNER BROADCASTING SYSTEM EUROPE LTD

PROPORTION OF EMPLOYEES RECEIVING A BONUS

2018:



Turner has a fair and equitable system when it comes to bonus eligibility. Our employees across the business have an equal opportunity to participate in our bonus schemes, as part of our commitment to an equal pay framework.

PAY & BONUS GAP AND QUARTILE DATA

PAY & BONUS GAP

	ORDINARY PAY	BONUS
Mean	35.60%	64.00%
Median	24.10%	54.20%

QUARTILE DATA

QUARTILE PAY BAND	FEMALE	MALE
	% of females in quartiles	% of males in quartiles
Lower quartile	63%	37%
Lower middle	59%	41%
Upper middle	47%	53%
Upper quartile	37%	63%

We have analysed UK data for this report as required but wish to caveat that as Turner is a global business, many of the senior executives based in London are in charge of European and other international markets and do not have UK-only remits.

In addition, we have female leaders outside the UK, who oversee UK business lines and teams, and whose data are not included in these figures because this Report captures information for only our UK-based staff.

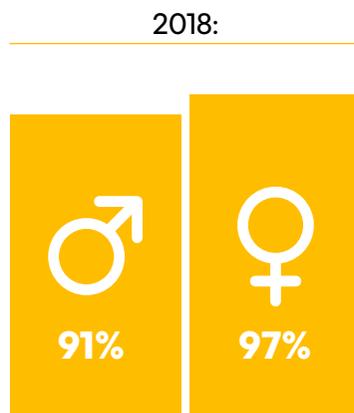
Even taking these two factors into account, the analysis of our UK data shows encouraging movement in the right direction for all measures except for the mean, where a very small number of one-off payments in the reporting month of April 2018 has had a disproportionate impact, due to the small population of our UK business. These payments are unrepresentative of a typical month.

More indicative of our progress is the improved median for 2018. Because this metric is less influenced by the extremes of a data set, and therefore more representative of the direction of the data as a whole, it clearly demonstrates the overall positive trend.

We are also pleased to see improved bonus data figures.

While we acknowledge that there is more work to be done, the movement is a promising sign of a positive trend across our UK-based business.

CABLE NEWS INTERNATIONAL, LTD PROPORTION OF EMPLOYEES RECEIVING A BONUS



In the CNN UK business, Cable News International Ltd, the median gender pay difference decreased. Our mean results showed that women across the London bureau on average continue to earn more than men.

/// We are pleased to see greater balance in the lower quartiles, with a more even distribution than in previous years.

Taking the full picture of CNN as a global business, we are pleased to note that women continue to occupy many senior roles across the company.

Again, this improvement in our numbers is encouraging, and while we know there is more work to do we are pleased to note a positive trend overall.

PAY & BONUS GAP AND QUARTILE DATA

PAY & BONUS GAP

	ORDINARY PAY	BONUS
Mean	-7.90%	38.70%
Median	21.70%	56.30%

QUARTILE DATA

QUARTILE PAY BAND	FEMALE	MALE
	% of females in quartiles	% of males in quartiles
Lower quartile	50%	50%
Lower middle	62%	38%
Upper middle	33%	67%
Upper quartile	27%	73%

Across these two reporting units, and across our organisation as a whole, we are strongly committed to gender diversity as a key business priority and are pleased to say that across Europe, Middle East and Africa we have had a 50-50 gender split both of all new staff who were recruited and started with us in 2018 in director or above roles, or staff who were promoted into director or above roles from within the company.

In consultation with our employees, we have introduced a number of diversity-led initiatives over the past year to strengthen and accelerate our efforts to bring more female talent into senior positions.

These initiatives include the launch, in September 2018, of a wide-ranging internal gender diversity and inclusion initiative, Opportunity for All, shaped by employee focus group feedback.

THIS INITIATIVE INCLUDES:

- enhanced attention to our pipeline of female talent, using insights from our senior female managers and including staff surveys to validate the approach
- greater visibility in respect of available jobs across the company, and new job description templates that are more accessible and attractive to a greater diversity of applicants
- a pilot mentoring scheme
- the establishment of better support structures and mechanisms for working parents
- a more transparent approach to our promotions process in general, with a particular focus on senior promotions
- greater access to female leaders across the business to share career guidance, through panels, one-on-one conversations and general networking opportunities
- an ongoing employee resource group, including regular meetings for feedback, networking and idea generation

Additionally, we have improved or expanded existing policies and programmes and introduced new ones, such as:

- the revision and increased promotion to all our staff of our flexible working and shared parental leave policies, supported by the input of an external consultancy to advise on industry best practice.
- the launch of a new “early careers” programme, a mixture of internships and apprenticeships, to help diversify our overall pool of talent from entry level onwards
- organisation-wide conscious inclusion training to counter bias and challenge assumptions in our decision-making
- Expanded membership and involvement in women-focused industry initiatives and forums

We continue to build on our company’s existing positives in our workforce around the values of diversity and inclusiveness, to ensure that all Turner employees feel equipped and encouraged to progress, both in our UK business and throughout the organisation.

We are committed to continuing to work with our staff to drive through the change we all want to see.

The charts above illustrate the combined data for bonus proportions, pay and bonus gap, and quartile gender distribution for Turner Broadcasting System Europe Ltd and for Cable News International Ltd taken as a whole.

PAY & BONUS GAP

	ORDINARY PAY	BONUS
Mean	23.50%	58.90%
Median	26.40%	56.10%

QUARTILE DATA

QUARTILE PAY BAND	FEMALE	MALE
	% of females in quartiles	% of males in quartiles
Lower quartile	60%	40%
Lower middle	61%	39%
Upper middle	42%	58%
Upper quartile	33%	67%