



DIVERSITY, EQUITY & INCLUSION DISCOVERY UK REPORT 2021

At Discovery we are committed to using our voice to advocate for action around important issues of our time, that is true of our programming and our people.

We believe the most innovative ideas and solutions come from the widest range of thoughts and perspectives and we stand for equity, inclusion and mutual respect.

In the UK Business, #DiscoverYou has also demonstrated the strength of female leadership in our organisation with 63% VP level and above, exceeding the UK TV Industry average (42%)**. For 2021, we are also pleased that our pay gap results for our reported entity has decreased from the previous year, reporting for the first time a median pay gap in favour of women.

With a better understanding of who we are, work is now underway to look at how we can take real action to go further. This means working with teams across the UK Business to create new targets to improve ethnic diversity and representation throughout the organisation, annual data tracking to measure UK DE&I programme impact and progress - allowing us for the first time to provide more detailed aggregated data to the Ofcom industry diversity survey - and using the power of our voice and our platforms.

This builds on the commitments we've made in the last year, which include:

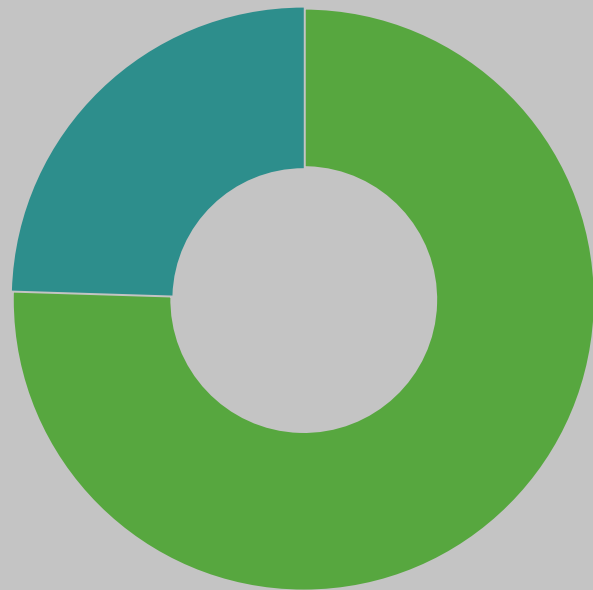
- Joining the **Creative Diversity Network** and embracing **Diamond** to collect data and monitor diversity within UK broadcasting
- The set up of our internal **Diversity Awareness Panel** formed to identify and discuss key issues and opportunities
- The introduction of **more inclusive recruitment and promotion practices**
- Partnering with the **Media Trust** to support under-represented young people looking to enter the industry
- Working to increase both **on-screen diversity** through our content and **off-screen diversity** through our supplier network.

These are just a number of initiatives outlined in this report, all of which move forward with ambition as we continue to define our DE&I strategy for the UK Business for now and the future.

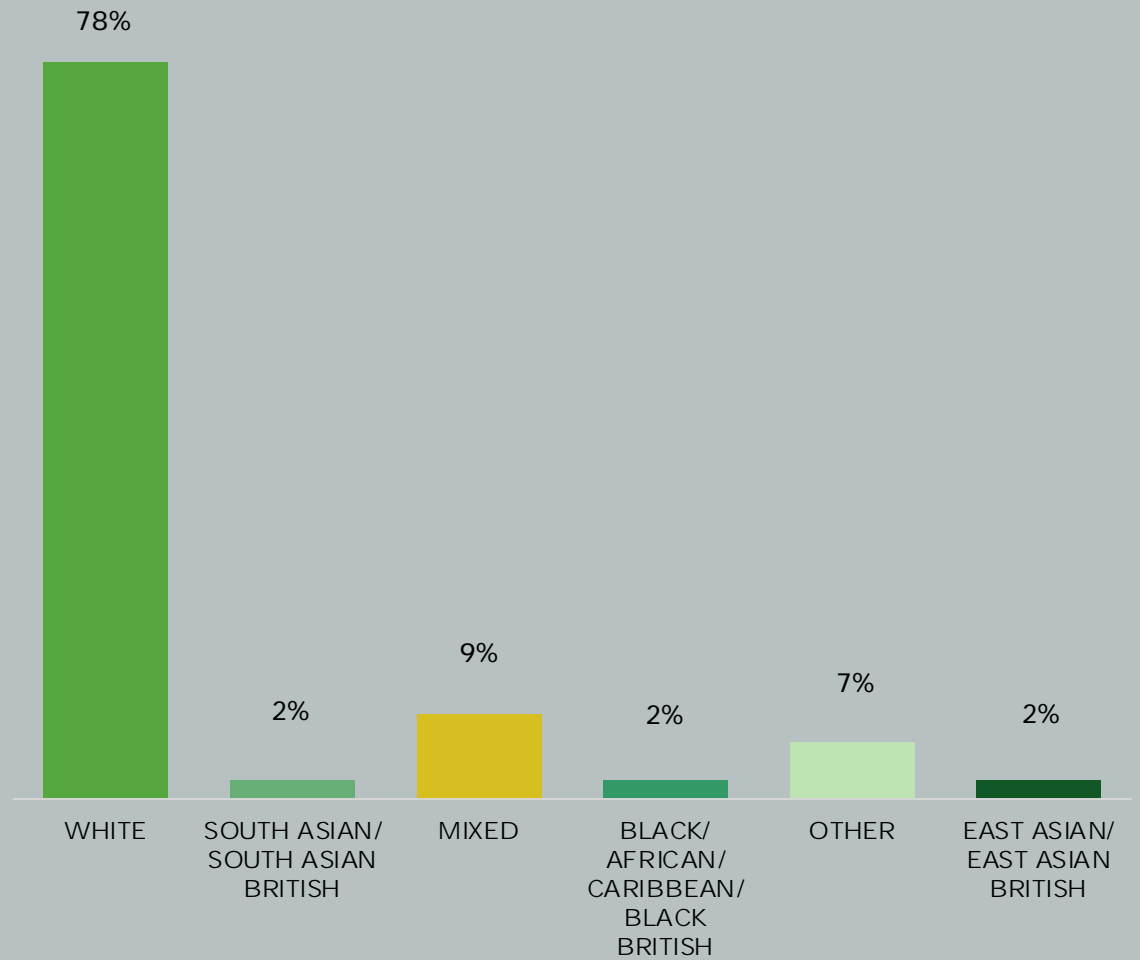
James Gibbons

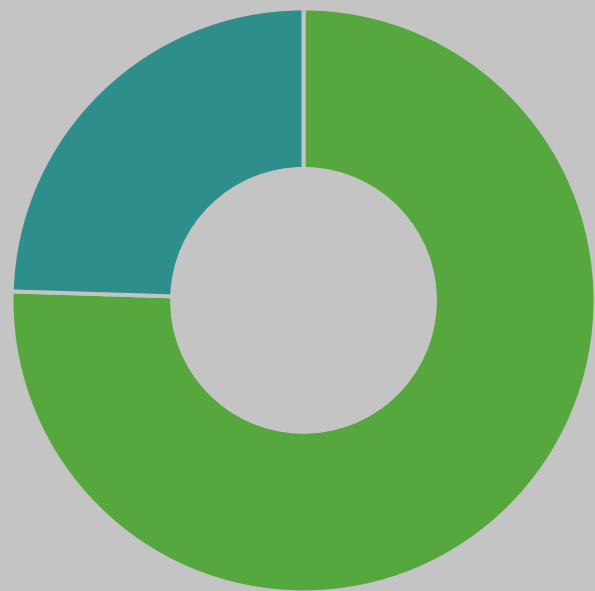
Executive Vice President, General Manager, Discovery UK

* The Discovery UK Business accounts for all of those employees who work directly on the UK business portfolio and report to

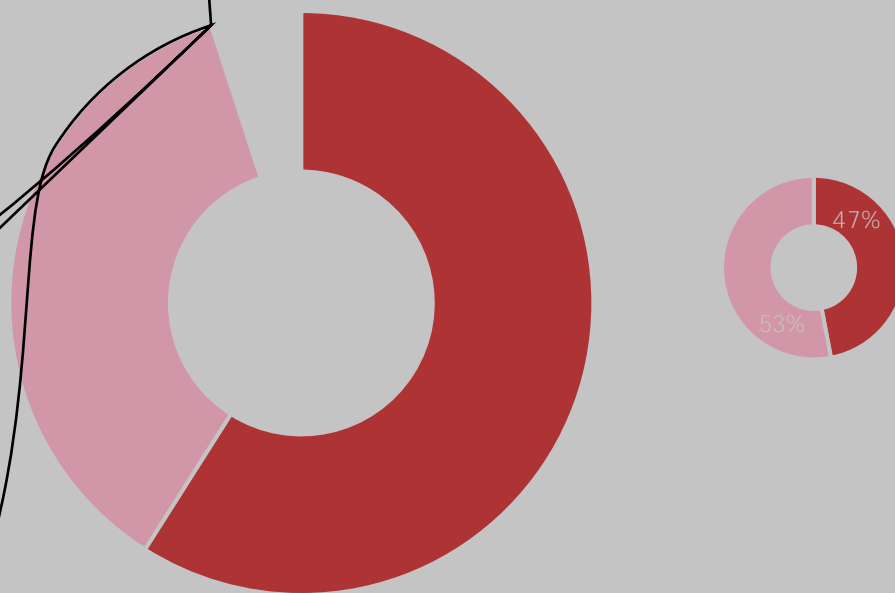


● NON-MINORITY ● MINORITY

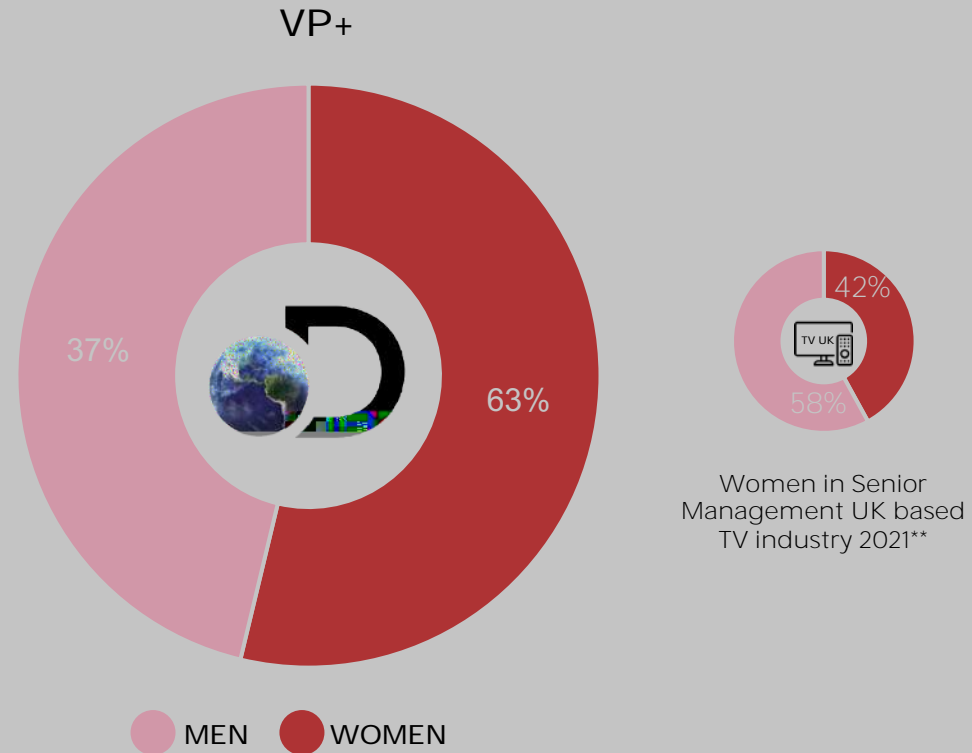




#DiscoverYou: Gender Distribution, Discovery UK



#DiscoverYou: Gender Distribution, Discovery UK



** Ofcom Five Year Review: Diversity and equal opportunities in UK broadcasting, published 2021

Discovery UK data at September 2021

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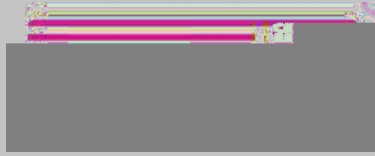
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ON SCREEN & BEHIND THE CAMERA



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SOCIAL GOOD: INVESTING IN FUTURE TALENT



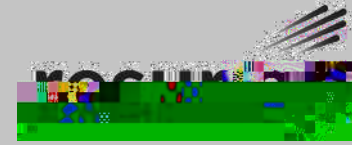
Screen Skills Unscripted Fund

Discovery UK is one of the founding broadcasters of the ScreenSkills Unscripted Fund, launched in June 2021. The fund exists to develop production and post-production skills training across the UK focusing on diversity and inclusion and out-of-London. For every commission greenlit, Discovery UK and the indie producers contributes a percentage of the budget to the fund.



Media Trust Emerging Talent Mentoring Programme

Discovery UK and the Media Trust work in partnership to match entry-level mentees looking to begin their career in film and TV with industry mentors. The talent programme is aimed at talent traditionally under-represented in the screen industries – women, Black, Asian, minority and ethnic and disabled.



Discovery UK is working closely with

