



# Gender Pay Gap Report

April 2021



# What is the UK Gender Pay Gap Report and why is it important?

## What is the UK Gender Pay Gap (GPG)?

The UK Government's Gender Pay Gap (GPG) reporting legislation is an amendment to the Equality Act 2010 and requires employers of over 250 people to report:

- The proportion of men and women in each pay quartile
- The Mean and Median gender pay gap in hourly pay
- The Mean and Median bonus gender pay gap, and the proportion of men and women receiving a bonus payment

This is different from the wider terms of the Equality Act which ensures parity in pay for men and women in the same role.

## Our Data

The Gender Pay Gap information in this report is based on the UK Government's methodology, using hourly rates of pay as of the snapshot date of 5th April 2021 and also bonuses paid in the 12 months up to 5th April 2021.



We fully support the UK Government's focus on the gender pay gap and its effort to shine a spotlight on this important issue. We are committed to Diversity & Inclusion and to addressing our gender pay gap.

We recognise that the issue of gender equality should not be a moment in time; it needs ongoing work by our studio, across our industry and in society as a whole. Attracting a diverse workforce is only part of the job. Building a supportive and inclusive culture where everyone feels that they can do their best work is core to this effort.

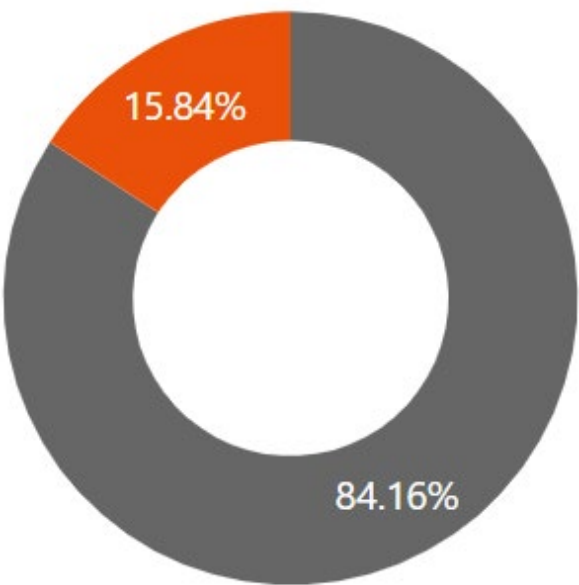
For me, and the industry of which I'm proud to be a part, encouraging and inspiring more girls and young women to choose a career in Games is essential. At Playground Games we have had the pleasure of working with local schools, together with running other outreach initiatives that promote careers in the Games industry. These have included hosting in-studio game creation events.

We will continue to collaborate with relevant Associations and other games studios, especially in those endeavours aimed to bring more female talent into the industry, and it will remain a key value and priority for us. I hope they will find a welcoming place in our industry in the future to help us create an even better one.

A handwritten signature in black ink, appearing to read 'G Cross'.

**Geraldine Cross**  
HR Director

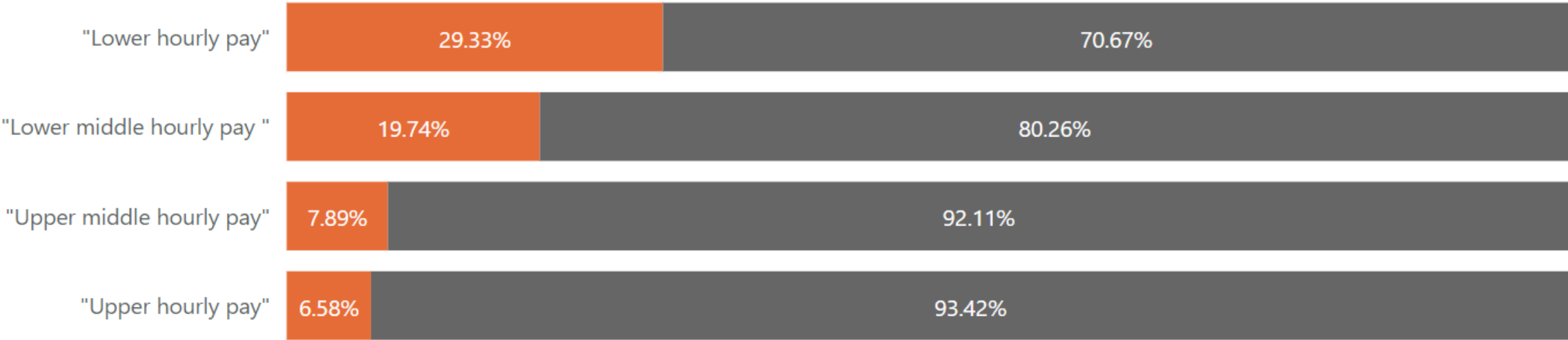
# Playground Games results



● Men ● Women

Although Playground Games have been regularly tracking our diversity indicators, 2021 is the first year as a growing company that we are required to fully report our data. As part of the Games industry where under-representation of women remain an issue, we are committed to increasing the representation of female professionals across all pay levels, especially in upper mid and higher quartiles where the proportion is especially out of balance.

Consistent with the legislation, we have reported our employee population in order of ordinary base pay from the lowest to the highest, and then divided this into four equal population sizes, to show how the distribution of men and women varies according to each pay quartile.



## Gender Pay Gap

Average

28.20%

Difference between the average hourly pay of men and women

Median

27.67%

Difference between the midpoint in the ranges of hourly pay of men and women

## Bonus Pay Gap

52.98%

Difference between the average bonus pay of men and women

58.15%

Difference between the midpoint in the ranges of bonus pay of men and women

## Bonus Pay

The proportion of female and male employees that received bonus pay during the year to 5<sup>th</sup> April



20.83%

41.18%

The UK Government's Gender Pay Gap analysis measures the difference between the average male pay and the average female pay as a proportion of the average male pay within an organisation. This therefore reflects the distribution and relative proportion of men and women across all roles within an organisation. It is unable to take into consideration factors including job level and tenure.

For this reporting period, women's median bonus pay gap is 58.15%. Criteria for our Game KPI-based bonus scheme includes length of time involved in the project. Several women did not qualify for all instalments due to joining mid project.

# Committed to Equal Pay

At Playground Games we are committed to the principle of equal pay for equal work for our employees. The determination for equal pay compares male and female employees carrying out the same or similar work, including factors such as job level and title. While the numbers will always fluctuate slightly year to year, statistically these are small adjustments. At Playground Games we are at effective parity. For every £1 earned by male employees, our female employees earned 98.7 pence for the same job title and level. Across all departments, the range varied from -3% to 4% difference.

This equal pay data reflects Playground Games' focus on ensuring that all employees, irrespective of their gender, are compensated equally. We will continue to monitor this data and it will remain a key value and priority for us.

## Equal Pay

**1.32%**

Difference between the average hourly pay of men and women in the same or similar role and level

## Looking Forward

At Playground Games, we are committed to improving and learning how to increase our representation of all demographics of diversity, including female representation. For the next reporting period, we can already see that our efforts to increase female representation are continuing to achieve positive results. We are attracting, hiring and developing women into all roles, yet the numbers are likely to continue rising more quickly at junior levels where we have more opportunities. We will also focus intently on developing our female employees into more senior roles.

Ultimately, these are short to medium term challenges in a much broader programme which is driving positive change. However, we believe it is important to be transparent about the journey we are on. The reality is that it will take us, and others in our industry, many years to achieve equal female representation and therefore close the gender pay gap. That does not diminish our determination to achieve it, and these numbers and this growth trajectory are evidence of our commitment to continuing positive change. We are continually evolving our inclusive culture, and we will continue to monitor and measure progress against each of our commitments.

We strive to create an environment where everyone is respected, safe and able to do their best work.



I confirm that the data contained within this report is accurate and meets the requirements of the gender pay gap reporting regulations.

A blue ink signature of Trevor Williams, written in a cursive style.

**Trevor Williams**  
Head of Studio