



Gender Pay Gap Report

April 2024

Introduction

Below is Playground Games Gender Pay Gap Report, created in line with the UK government's reporting legislation. The report sets out the details of our gender pay gap, along with the ongoing commitments we make to continuing to build our culture of diversity, equality and inclusion.

Our latest update reflects our continued efforts to achieve greater inclusion and commitment to female representation in our studios and the wider UK Games Industry. Playground Games fully supports the UK government's focus on gender pay gap and its effort to bring attention to this important issue.

Our Gender Pay Results

Our results in this year's report show year-on-year improvement in female representation across the studio and importantly, in each one of the four pay quartiles measured. We fully recognise that it will take many years of investment and leadership to enable lasting change, but firmly believe our commitment and actions to drive this topic will have an impact.

As our company continues to grow, we have maintained our focus on increasing female representation across all levels. Our efforts remain concentrated on key factors that influence change - including expanding our pipeline of talent along with empowering and retaining our teams through our inclusive culture.

For this reporting period, the difference in average hourly pay between men and women has widened slightly since our last report. The increase reflects the growing number of women we have hired into 'early-in-career' roles throughout the reporting year.

The difference in bonus pay is largely driven by the higher representation of men in our more senior/higher paying roles earning our KPI based bonus scheme. The criteria for inclusion in the bonus program includes length of time involved in our game projects. As a result, women have received smaller bonuses due to having less tenure and working in lower paid roles than men on average, working at Playground games.

Hourly pay
23.14%

The **mean** pay variance shown is the difference between the average hourly pay of men and women (+0.4%*)

28.68%

The **median** pay variance shown is the difference between the midpoint in the ranges of hourly pay of men and women (+4.75%*)

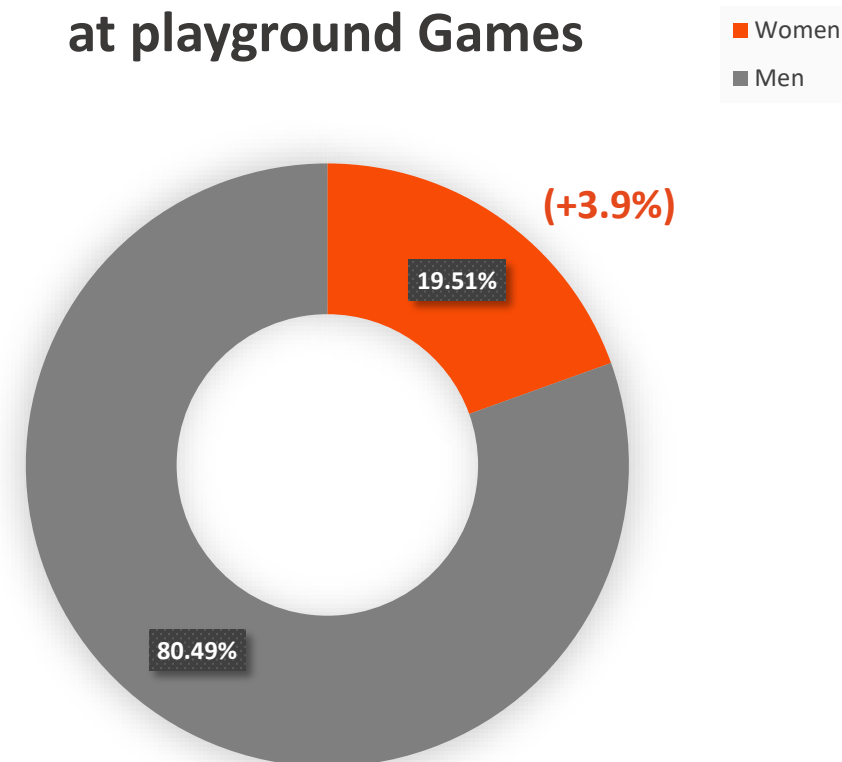
Bonus pay
54.74%

The **mean** bonus pay variance shown is the difference between the average bonus pay of men and women (-10.15%*)

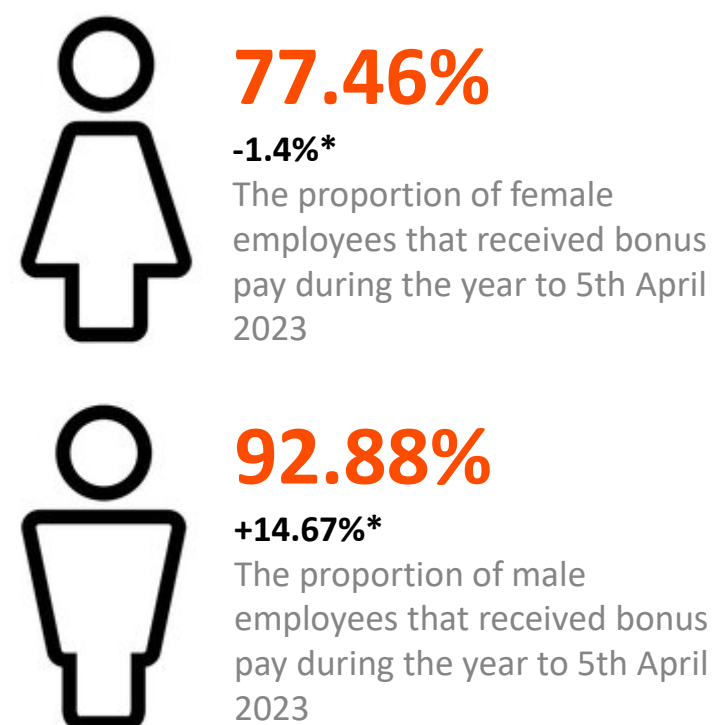
63.07%

The **median** bonus pay variance shown is the difference between the midpoint in the ranges of bonus pay of men and women (-6.21%*)

Percentage of men / women at playground Games



Percentage of employees receiving a bonus



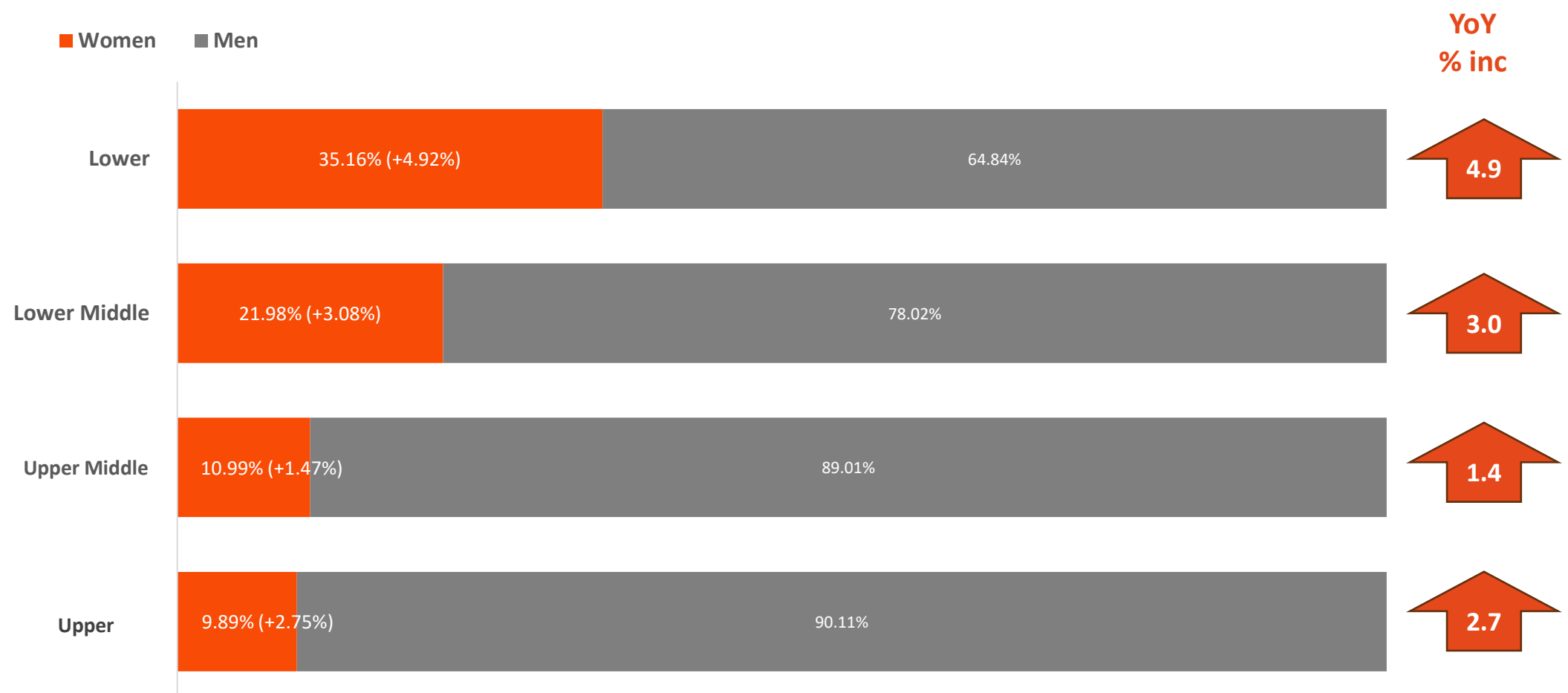
* Versus 2022/23 | UK Gender Pay Gap Report



Proportion of employees in each pay quartile according to gender

We are required to report our employee population in order of base hourly 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.

In this measurement we have seen an increase in female representation in all pay quartiles since our last survey which reflects our business growth and continued effort to increase gender diversity at all levels across the organisation.



Commitment to Equal Pay

At Playground Games we are committed to the principle of equal pay for equal work for our employees and we utilise market data to make all pay decisions for offers or internal moves.

While the numbers may fluctuate slightly year to year, statistically these are small. At Playground Games for similar roles we are at parity.

Our 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.

* Versus 2022/23 | UK Gender Pay Gap Report



Looking ahead

At Playground Games, we are committed to increasing our representation of all demographics of diversity, including female representation. We know that it will take time to achieve greater female representation at the most senior levels of our studio and the games industry, which will ultimately close the gender pay gap.

We are committed to doing everything we can to reduce our gender pay gap and we're confident that the actions we take now will achieve the balanced organisation we need to be able to continue to close the gender pay gap in the long term. These include: -

Hiring:

- Continue hiring efforts, improving our talent processes to attract widest pool of candidates to our open roles.
- Further investment in training for hiring teams.
- Consider more ways to bring diverse talent into our industry via early in career routes.

Retention & Promotion

- Build in talent processes, to identify, support and guide career paths for underrepresented groups.
- Providing more ways for internal teams to find internal career opportunities.
- Review exit interview data to identify and act on any common themes from under-represented groups.

Pay Practices

- Continue to review our pay practices to maintain equal pay across similar roles, using market data to benchmark salary levels.
- Review benefits and policies to ensure they are family friendly and equitable for groups across the widest demographic.
- Accommodate flexible working wherever possible.
- Gain accreditation for menstrual / menopause support programs.

Training & Development

- Continued sponsorship for Women in Leadership training in 2024
- Assertiveness and Imposter Syndrome training available.

DE&I Efforts

- A dedicated Studio DE&I manager hired in 2023 who drives programs around diversity and inclusivity.
- Continued support and growth for our Employer Resources groups
- Active events calendar, highlighting issues, driving more awareness and engagement in important topics around DE&I.
- Seeking accreditations as a menstrual and menopause friendly employer
- DE&I survey to understand more from our underrepresented groups on further ideas and initiatives.

At Playground Games, we believe a workplace where everyone feels valued. By having a diverse workforce that represents our society, and by fostering an inclusive culture and sense of belonging, we're building a place where our teams can thrive.

We are continually evolving our inclusive culture, and we will continue to monitor and measure progress against each of our commitments.



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

A handwritten signature in blue ink, appearing to read 'Trevor Williams'.

Trevor Williams
Head of Studio

