

# GENDER PAY GAP REPORT FOR PERIOD TO APRIL 2018



## GENDER PAY GAP REPORT AT APRIL 2018

Gamesys continues to fully support the initiative to make gender pay gaps more transparent.

At Gamesys we want to build a company so diverse that nobody even notices.

Our success is centred on our people – their different brains, different experiences and different origins represent our collective strength.

The only way we distinguish our employees is by whether they can choose, and we can offer, work that they love doing and can excel at. We then give them the tools and opportunities to crack on and be happy.

We challenge ourselves all the time to identify where and how we can improve our diversity and inclusivity.

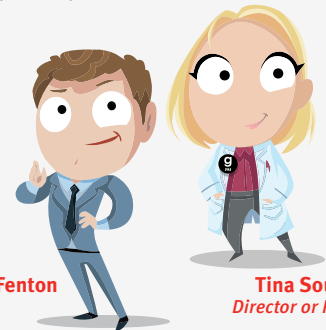
We strive to create a culture where ideas and challenge can come from anywhere, to provide a platform for frank exchanges and debate about issues, where there are not always simple answers.

Questions like, how do we attract more women into Tech? How do we ensure all our people processes are as bias free as possible? How do we educate all employees to be more inclusive?

At Gamesys, we continue to have a gender pay gap as you'll see in the report. Over half of our employees in London are Technical, and like most companies, we need to redouble our efforts to find more women technologists. We're proud of our technical women, we just don't have enough of them today!

This is a major contributory factor to our gender pay gap, along with reduced representation of women in our business at the most senior levels. Of course, we always ensure we pay equally for the same roles.

You'll see in the report where we are applying energy and investment to continually improve inclusivity and gender balance across the Gamesys Group.



**Lee Fenton**  
CEO

**Tina Southall**  
Director of People



## WHAT IS THE GENDER PAY GAP?

The gender pay gap is the difference between the average pay between all women and men regardless of their role, position and seniority.

- The mean pay gap is the difference in the average hourly pay for women compared to men.
- The median pay gap represents the difference in hourly pay between the salary mid-point average of women and men.

Equal pay means paying the same for the same role, regardless of gender.

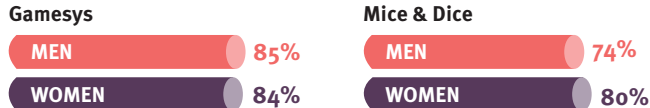
Here you will see data for Gamesys and Mice and Dice, our two UK based companies. Gamesys employs 481 employees and Mice and Dice employs 445 employees.

## GENDER PAY GAP

	Mean Average	Median Average
Gamesys	14%*	15%
Mice & Dice	14%	10%
National Average	17%	18%

\*14% shows, as an example, that men's mean pay is 14% higher than women's mean pay due to the higher representation of senior men in the employee group.

## EMPLOYEES RECEIVING A BONUS



Once probation is completed, all employees across Gamesys are eligible for a bonus regardless of role. We run a performance review every 6 months to assess this fairly. Therefore the difference in employees receiving a bonus relates to the varying numbers of women and men in probation at the time of the report.

## GENDER BONUS PAY GAP

	Mean Average	Median Average
Gamesys	16%	1%
Mice & Dice	16%	-3%

The figures above exclude any long term incentives. The Gamesys mean average is 55% and the Mice and Dice mean average is 23% when including incentives paid to our longer serving employees.



When we look at our company by department, we can see a reduced gender pay gap in most departments. In Marketing and Customer Services, there are slight male gender pay gaps.

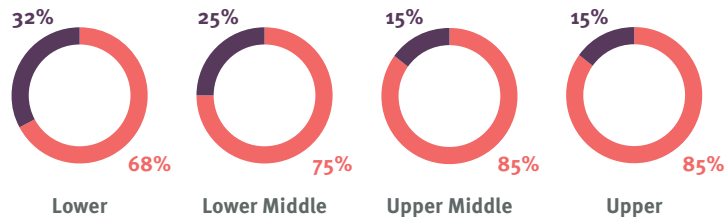
## GENDER PAY GAP BY DEPARTMENT

	Mean Average	Median Average
Technical	9%	7%
Marketing	3%	-6%
Design	18%	13%
Customer Services	-2%	7%
Corporate Services	11%	11%

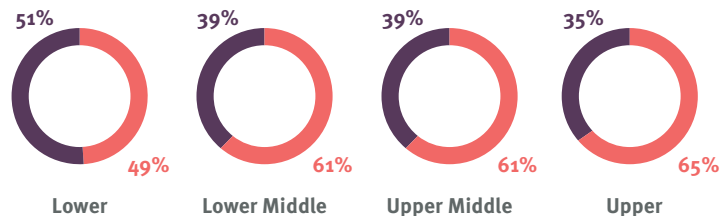
This is the proportion of men and women in each pay quartile. Each Gamesys quartile represents 114 employees and each Mice and Dice quartile represents 98 employees.

## GAMESYS PAY QUARTILES

Men Women



## MICE AND DICE PAY QUARTILES





## OUR PROGRAMMES

# 04



### ATTRACT

We have trained our hiring managers how to run fair and bias free selection, and continually improve other elements of our processes, such as ensuring our job descriptions do not have a gender skew or lead to unconscious bias in any way.



WOMEN OF SILICON VALLEY

In 2019, we are once again sponsoring 'Women of Silicon Roundabout', Europe's biggest Technology event for women.

We fly the flag for diversity by actively participating in working groups, panels and conferences.

In 2018 we undertook a major pay benchmarking exercise in conjunction with Radford AON. This will help us continue to ensure we are offering fair and equal pay for all employees.



### DEVELOP

We support bespoke training and education events for our talented women.

We also provide unconscious bias training across the business.

We're establishing talent management processes that will actively support women's development, with tailored coaching and personal development.



GLoW (Gamesys League of Women) is our network with the following mission, to:

- Support women in Gamesys.
- Foster a gender inclusive culture.
- Network and promote Gamesys as a destination for talented women.
- Support the wider social agenda for gender equality.

Our GLoW events schedule has been very popular in 2018 and we're always proud to see so many of our male colleagues attending.



### RETAIN

Whilst Gamesys is like a family – we recognise that a lot of our employees have other ones as well!

We offer enhanced maternity pay, with 26 weeks paid leave including bonuses.

Unlike many organisations, we match shared parental leave to our enhanced maternity leave.

We offer flexibility to support our working mums and dads by helping them return to the workplace whilst balancing parenting and caring needs.





## NEXT STEPS

# 05

### OUR COMMITMENTS. WE WILL:

Continue to recruit the best talent, but have an active focus on attracting more women for our Senior and Technical roles

Continue the work we have started with our GLoW network, to support, develop and retain women throughout their life stages and careers

Continue to evolve our education and training work on inclusion and how to mitigate bias and ensure all our policies and processes encourage inclusive ways of working

Ensure our employee value proposition captures the inclusive and fun culture across Gamesys, and effectively demonstrates the enhanced benefits we offer on maternity, paternity, shared parental leave and flexible working

Continue to embed and live by the Gamesys Code of Conduct which was launched in 2018

