



# Gender Pay Gap Report

For Period to April

# 2019





# OUR CULTURE

# 01

## Gender Pay Gap Report at April 2019

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 will see in the report. This report looks at our UK employees employed by Gamesys Ltd and Mice & Dice Ltd. Well over a third of our employees in our London office 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**  
Chief People Officer



# THE NUMBERS

# 02

## 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.

## Employees Receiving a Bonus

### Gamesys



### Mice & Dice



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.

Here you will see data for Gamesys Ltd and Mice & Dice Ltd, two of our UK based companies which need to report annually. Gamesys Ltd employed 450 employees, and Mice & Dice employed 453 as of April 2019.

## Gender Pay Gap

	Mean Average	Median Average
<b>Gamesys</b>	16%	21%
<b>Mice &amp; Dice</b>	13%	7%
<b>National Average</b>	17%	18%

\*16% shows, as an example, that men's mean pay is 16% higher than women's mean pay due to the higher representation of senior men in the employee group.

## Gender Bonus Pay Gap

	Mean Average	Median Average
<b>Gamesys</b>	31%	22%
<b>Mice &amp; Dice</b>	16%	-5%

These figures include any annual bonuses and long term incentives paid in the year ending April 2019.



When we look at our company by department, we can see a reduced gender pay gap in most departments. In Marketing there is a male gender pay gap which shows the average women's pay is higher than that of men's.

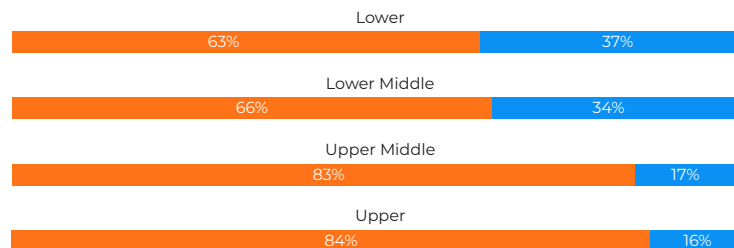
## Gender Pay Gap by Department

	Mean Average	Median Average
<b>Technology</b>	12%	12%
<b>Marketing</b>	-8%	-9%
<b>Design</b>	19%	14%
<b>Customer Operations</b>	3%	5%
<b>Corporate Services</b>	7%	7%

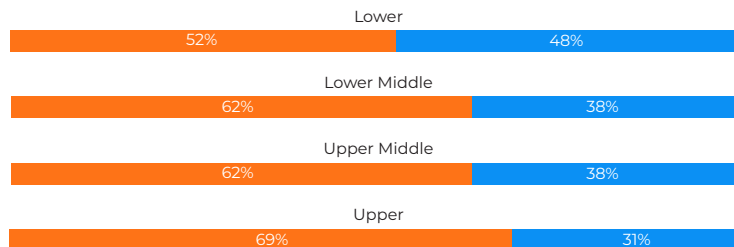
This is the proportion of men and women in each pay quartile. Each quartile presents 113 employees in both Gamesys and Mice & Dice.

## Gamesys Pay Quartiles

Men Women



## Mice & 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.

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

In 2019 we once again 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.

## 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 Commitment. We Will:

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

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

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

