



Gender Pay Gap Report

April 2022

Introduction

Playground Games published its first Gender Pay Gap report in April 2022, in line with the UK government's reporting legislation. The report set out Playground's commitment to Diversity, Inclusion and Belonging and to addressing our gender pay gap. We continue that journey, maintaining our approach and strategy.

Playground fully supports the UK government's focus on gender pay gap and its effort to shine a spotlight on this important issue. This year's reporting serves as an update on our progress.

Our gender pay results

Our results this year show improvement in several areas of the Gender Pay Gap analysis, including female representation across all levels and equal pay. We fully recognise that this is a journey and 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 are having impact.

We will continue to focus on increasing female representation. Our efforts will remain concentrated on those key factors that influence change - including expanding our pipeline of talent, and empowering and retaining our people through an inclusive culture.

For this reporting period, women's median bonus pay gap is 69.28%. Criteria for our Game KPI based bonus scheme includes length of time involved in the project. As a result, some women have received smaller bonuses as they currently have on average less tenure with the company and therefore on the project.

Hourly pay

22.74% | The **mean** pay variance shown is the difference between the average hourly pay of men and women (-5.46%*)

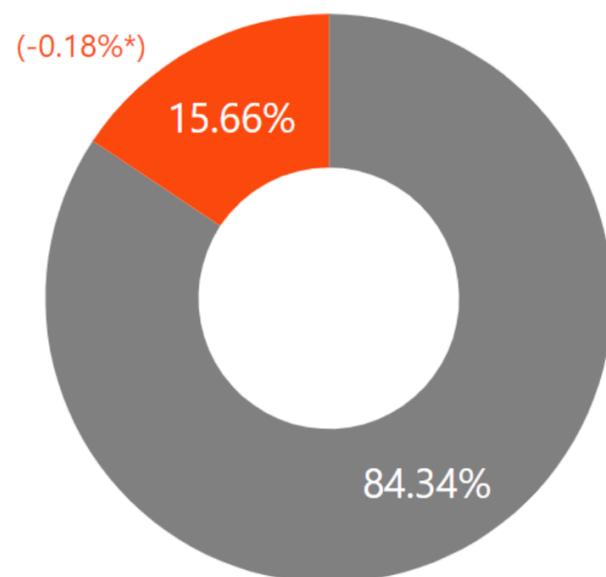
23.93% | The **median** pay variance shown is the difference between the midpoint in the ranges of hourly pay of men and women (-3.74%*)

Bonus pay

64.89% | The **mean** bonus pay variance shown is the difference between the average bonus pay of men and women (+11.91%*)

69.28% | The **median** bonus pay variance shown is the difference between the midpoint in the ranges of bonus pay of men and women (+11.13%*)

● Men
● Women



Percentage of employees receiving a bonus

78.85%
+58.02%*
The proportion of female employees that received bonus pay during the year to 5th April

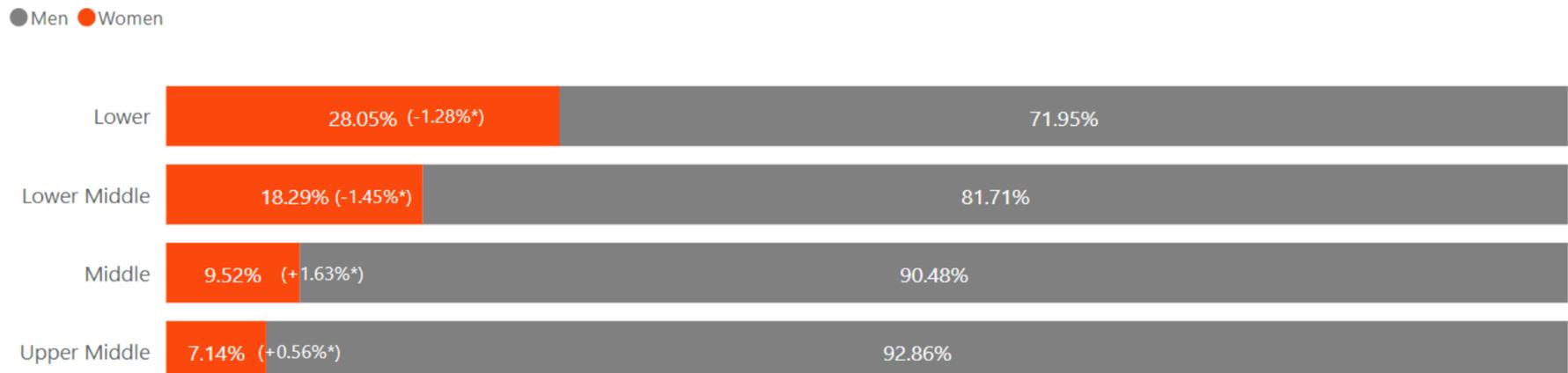
78.21%
+37.03%*
The proportion of male employees that received bonus pay during the year to 5th April

* Verses 2021 | UK Gender Pay Gap Report



Proportion of employees in each pay quartile according to gender

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



The 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 title.

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 £1.03 for the same job title and level.

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

-3.17%
+ 1.85%*

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

* Verses 2021 | UK Gender Pay Gap Report



Looking ahead

At Playground Games, we are committed to improving and learning how to increase our representation of all demographics of diversity, including female representation. We know 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.

We are confident that the actions we drive 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: -

- Leadership appointments that will spotlight Equality, Diversity, Inclusion and Belonging in our business and keep this front and centre for our leadership team.
- Increased focus from senior leadership on the recruitment process ensuring we are including diverse candidates.
- Focus on how we can bring more senior women into our business.
- Greater development of women in early career roles.

At Playground Games, we believe a workplace where everyone feels valued for who they are is more than just a powerful moral responsibility – it's also a source of competitive advantage. 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 people 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

