GENDER PAY GAP REPORT

FOR PERIOD TO APRIL

2017

gamesys   mice & dice

GENDER PAY GAP REPORT AT APRIL 2017

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

At Gamesys we want to build a company so diverse that nobody 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 do 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.
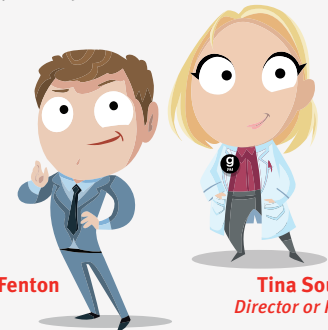
Lee Fenton
CEO

Tina Southall
Director or 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.

EMPLOYEES RECEIVING A BONUS

Gamesys

| MEN | 81% |
| WOMAN | 76% |

Mice & Dice

| MEN | 82% |
| WOMAN | 86% |

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.

As required for reporting, here you will see data for Gamesys and for Mice and Dice, our two UK based companies. Gamesys houses 493 employees including our Technical, Design, Games Studios, Corporate Services and Group Board teams. Mice and Dice houses 363 employees including our Marketing, Customer Support, Chat and Entertainment Programming teams.

GENDER PAY GAP

	Mean Average	Median Average
Gamesys	14%*	13%
Mice & Dice	13%	9%
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.

GENDER BONUS PAY GAP

	Mean Average	Median Average
Gamesys	11%	4%
Mice & Dice	16%	1%

When we look at our company by department, we can see a reduced gender pay gap. In Marketing, there is a slight median male gender pay gap. Customer Support is our most gender neutral department in terms of pay.

This is the proportion of men and women in each pay quartile. Each Gamesys quartile represents 119 employees and each Mice and Dice quartile represents 87 employees.
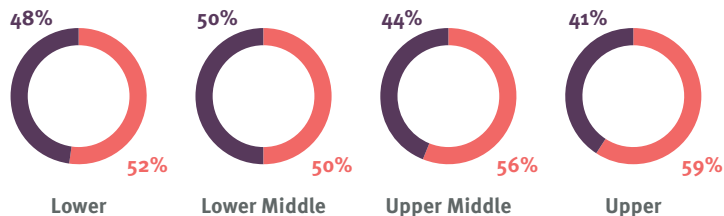
GENDER PAY GAP BY DEPARTMENT

	Mean Average	Median Average
Technical	9%	6%
Marketing	8%	-5%
Design	15%	8%
Customer Services	0%	0%
Corporate Services	9%	7%

GAMESYS PAY QUARTILES

● Men ● Women

Lower	Lower Middle	Upper Middle	Upper
33% / 67%	25% / 75%	20% / 80%	12% / 88%
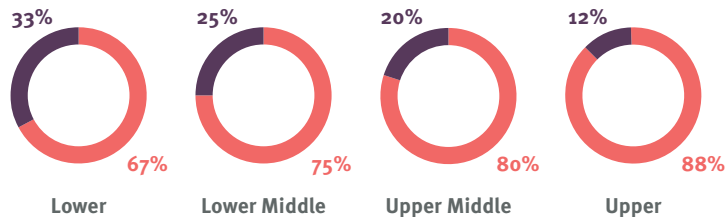
MICE AND DICE PAY QUARTILES

Lower	Lower Middle	Upper Middle	Upper
48% / 52%	50% / 50%	44% / 56%	41% / 59%

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

We are 2018 sponsors of '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.

We monitor and benchmark our pay and reward decisions to ensure we are offering fair and equal pay for our 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

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.

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.

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 to evolve our education and training work on inclusion and how to mitigate bias

Continue the work we have started with our GLoW network, to support, develop and retain women throughout their life stages and careers
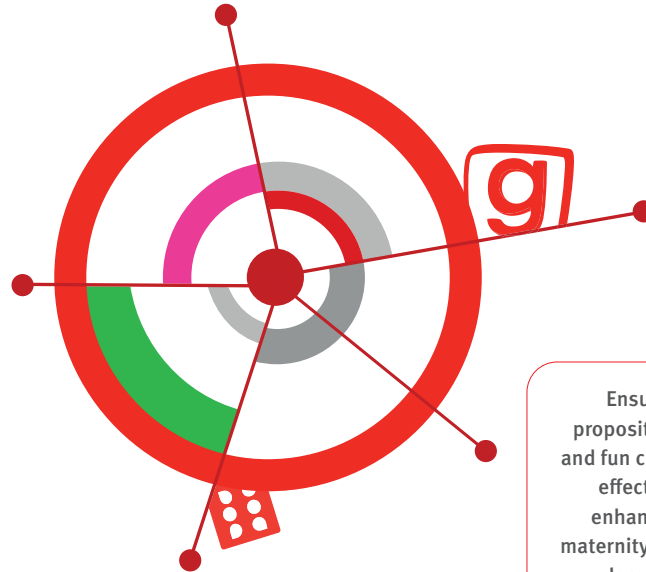
Ensure our employee value proposition captures the inclusive and fun culture across Gamesys, and effectively demonstrates the enhanced benefits we offer on maternity, paternity, shared parental leave and flexible working

Ensure all our policies and processes encourage inclusive ways of working