Introduction

Team17 Digital is committed to creating an accessible and sustainable culture of inclusion and belonging where our people feel fairly treated.

Gender is just one lens we look through to keep ourselves honest when it comes to matters concerning equality and diversity, and we will continue to invest in and support activity that helps to level the balance for gender representation in the games industry and our own company.

This is the first time that Team17 Digital has reported on our Gender Pay Gap. While we are proud that our gap is relatively narrow compared with many other businesses in our industry, we are cognisant that these reports highlight wider, societal differences and inequalities, and we are under no illusion that our work is complete in this area.

We believe there is much more we can be doing to level our gender balance through increasing the number of women and non-binary people working for us and then supporting them to progress their careers within our amazing industry. In 2022, we have made commitments which we hope will contribute to positive change in this area.

This document represents the time period 6 April 2020 to 5 April 2021, and a snapshot date of 5 April 2021. We confirm that the data contained in this report is accurate and in line with mandatory requirements.

Michael Pattison, CEO

Lauren Baldwin, HR Director

What's a 'Gender Pay Gap'?

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A gender pay gap is a measure of the **difference in the average pay** of all men and of all women in an organisation, regardless of the roles that they do. It is not the same as an equal pay comparison, which directly compares the pay of two or more people carrying out the same jobs, similar jobs or work of equal value.

Employers with 250+ employees are required by law to publish their gender pay gap, and now that we have more than 250 employee ourselves at Team17, we're pleased to share our own report. In line with government requirements, our Gender Pay Gap reporting makes use of two types of averages:

* **The mean** which is the sum of every employee's hourly rate of pay, divided by the total number of employees to find the average pay. This places the same value on every employee, and can be easily distorted by a small number of very high or low earners, which is why we also look at the median.

* **The median** is identified by listing all employees' hourly rates of pay in numerical order and taking the middle number. This indicates what the 'typical' pay level is, and extremes of low and high pay do not affect the median.

The 'gap' is the difference between these averages for male and female employees, presented as a %.

Context for our Own Report

The games industry is widely reported to have a gender pay gap in favour of men, most likely due to the significantly higher number of men working in the industry. In the most recent UK games industry census*, it was reported that the number of women working in our industry has increased to 30%, but our industry continues to have a significantly larger proportion of male employees at 67%. The games industry's average gender pay gap was last estimated to be 18.8% compared to the latest national mean of 15.4%.

Our own report shows that at Team17 Digital Ltd, our gender pay gap has a **mean of 3.7%** and a **median of 9.6%.**

Our gap is narrower than most other organisations' pay gaps within the games industry, however we also recognise that for a company of our size (just over 250 employees), it only takes a small number of hires to significantly alter the gap. This is why we choose to take a more holistic, longer-term view by focussing our attention on activities that will address the gender balance in the wider games industry.

It is worth noting that we have not included our Executive Directors (Debbie Bestwick, Group CEO and Mark Crawford, Group CFO) in our data because their employment is with Team17 Group Plc rather than Team17 Digital Ltd. Had they been included in our data set, our pay gap would have been skewed more in favour of women, given Debbie is our highest paid employee in the Group. Excluding the Executive Directors ensures we are legally compliant and that we are presenting a true representation of our gender pay gap.

*https://ukie.org.uk/resources/uk-games-industry-census-2022

Our Gender Pay Gap – 5 Apr 21
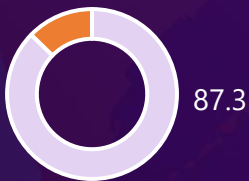
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Our UK gender balance:

81%   **19%**

Below is the proportion of men and women in each pay quartile, each containing 62.5 employees. This shows that female employees are underrepresented across all of the pay quartiles, but notably with greater representation in the bottom quartile.
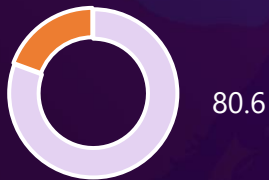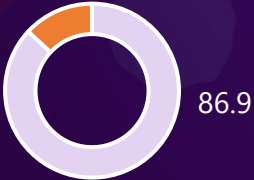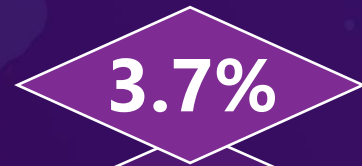
Quartile 1 (Bottom)   **Quartile 2**

72.9   87.3

Quartile 3   **Quartile 4 (Top)**

80.6   86.9

Our gender pay gap in the UK:

3.7% is our **mean** (average) hourly pay gap, in favour of male employees

9.6% is our **median** (middle) hourly pay gap, in favour of male employees

We can assume that the reason our **median** hourly pay gap is wider than our **mean** hourly pay gap is due in part to a significantly higher proportion of male employees found in the top two pay quartiles.

Our bonus pay gap in the UK:

Every employee at Team17 is eligible to participate in our Annual Bonus Plan, provided they are employed before 1 October in any given bonus year, and provided they are not working their notice period when bonuses are paid. During the snapshot reporting period, 57% of male employees received a bonus, and 59% of female employees received a bonus ; this simply reflects the proportion of employees who were in employment before 1 October and not working their notice.

Our bonus gap is currently in favour of our male employees. The more senior a position, the higher the bonus payment as a % of salary. We can therefore assume that our bonus gap is due to there being more women in junior roles (see quartiles to the left), resulting in comparably lower bonus payments as a % of salary.

Our **mean** (average) bonus gap, in favour of male employees, is **19.1%**

Our **median** (middle) bonus gap, in favour of male employees, is **37.4%**

Commitments to Reduce

This year, we are committed to improving our gender balance across all levels of the company. Studies suggest that for a group to no longer feel a minority in the workplace, they should make up at least 30% of the workforce.

Over time, we will therefore seek ways to sustainably increase the number of women working at Team17 to at least 30% across all levels by:

- Creating a greater sense of belonging for our current and future female employees by working with external experts in this field

- Reviewing and improving our female friendly policies

- Establishing an employee-led 'Women's network' to hold our company to account for supporting our female employees as a minority group

- Establishing a male ally group to complement and champion the work of the 'Women's network'