

Team17 Gender Pay Gap Report



Introduction



Michael Pattison, CEO

Team17 Digital is committed to creating an accessible and sustainable culture of inclusion and belonging where our people feel fairly treated. For this reason, we took the decision to continue reporting our gender pay gap, even though we are no longer legally required to do so.

This document represents the time period 6 April 2021 to 5 April 2022, and a snapshot date of 5 April 2022. During this time, I joined the company as CEO, and as a male member of our business and the highest earner in our company, this inevitably had an impact on our gender pay gap.

As an industry, we have a notable lack of female CEOs, which is wrong and the reason why I believe it is so important to develop a pipeline of female leaders in order to create more balance for the future. Since 5 April 2022, I have hired a number of female leaders, and I'm proud that almost 50% of our Senior Leadership team is now female.

In last year's report, we stated our aim to improve our gender balance across all levels of the company by seeking ways to sustainably increase the number of women working at Team17 to at least 30% across all levels over time. We set out our plan for achieving this and, as detailed in this report, we are pleased to have made positive steps towards creating greater gender balance across the company.

Gender is just one lens we look through to keep ourselves honest when it comes to matters concerning equity and diversity. We recognise that these reports often highlight wider, societal differences and inequalities, and we take responsibility for the important part we can play as an employer to drive positive change in this area.

I confirm that the data contained in this report is accurate and in line with mandatory requirements.



Lauren Baldwin, HR Director

What's a 'Gender Pay Gap'?



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 fewer than 250 employees are not required by law to report their gender pay gap. At the snapshot date, Team17 had just under 250 employees, however we believe gender pay gap reporting is critical for driving towards greater equity, and for that reason we are voluntarily publishing our gender pay gap. 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. In 2022, GamesIndustry.Biz revealed their findings that the games industry had a 17.1% pay disparity in favour of men, and this compares to a gender pay gap of 14.9% in favour of men across all industries in the UK.

Our own report shows that at Team17 Digital Ltd, our gender pay gap had a **mean of 15.7%** and a **median of 20.0%** in favour of men. This shows a widening of our overall pay gap since 2021, which is largely driven by the acquisition of male talent at the senior leadership level, most notably our CEO and Strategy Director.

Since capturing the data for this report, we have made a number of senior female hires, and whilst we recognise that simply acquiring female talent for senior positions is not the solution, we are proud that almost 50% of our senior leadership team are women. We know that female representation at the more senior levels of an organisation is key for inspiring upcoming female leaders and improving the gender balance of future leadership teams.

We also know it is just as important for us to nurture our female talent pipeline in order to ensure that in future, there can be greater female representation at the most senior, highest paid levels of our industry. We were pleased to be able to show an increase in female representation at the lower and upper middle quartiles of our company, improving our overall gender balance and female talent pipeline.

We remain committed to sustainably increasing the number of women working at Team17 to at least 30% across all levels of our company over time.



Our Gender Pay Gap – 5 Apr 22



Our UK gender balance:



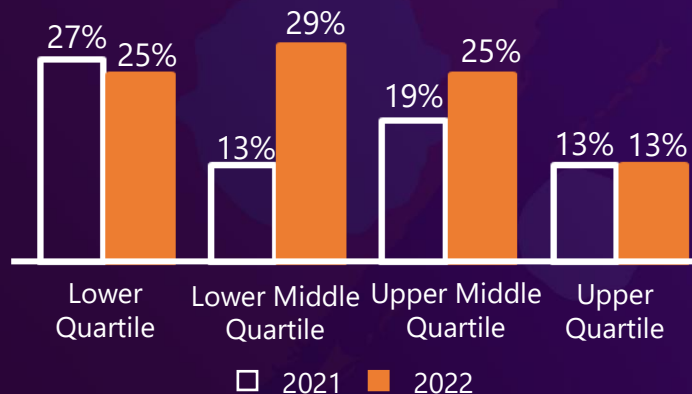
77%



23%

In the chart below, the orange bars show the proportion of female representation as a % for each each pay quartile compared to last year.

This shows that female employees continue to be under-represented across all pay quartiles, although we are pleased to see an increase in female representation at our middle quartiles, bringing us closer to our goal of at least 30% female employees across all levels.



Our gender pay gap in the UK:



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



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

We can assume that our **median** hourly pay gap is wider than our **mean** hourly pay gap due to a significantly higher proportion of male employees in our 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 mean bonus gap is currently in favour of our female employees, while our median bonus gap is in favour of our male employees. This indicates the data is significantly skewed, with a wider range in the bonus amounts found in the larger male data set (114 men) compared to a narrower range in the smaller female data set (31 women).

Our **mean** (average) bonus gap, in favour of female employees, is



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



Progress towards gender balance



Over the last year, we have introduced a number of initiatives to support our mission for greater equity, diversity and inclusion at Team17, and an important strand of this work is improving our female representation across all levels of our organisation.

Last summer, we engaged an organisation that specialises in diversity and inclusion to guide and support our work in this area. They set to work with anonymous listening sessions to better understand the challenges faced by our minority groups, such as women who work for Team17. This has led to a comprehensive plan for creating a more inclusive environment for our minoritised groups, and we continue to seek guidance from external experts and our Teamsters as we begin to iterate and implement that plan.

We established our She17 affinity group in early 2022, which has developed into a supportive and inclusive space for our women and their allies to meet and share experiences and ideas for greater representation of women at Team17 and the Games industry as a whole. This has led to some well-received and inspiring panel discussions from our female leaders and employees, both internally and externally, about the great opportunities for women in the games industry, and how we might overcome some of the challenges women face in Games.

We also revised our policy for maternity pay, increasing our offering from statutory maternity pay to full pay for the first six months of leave, along with bonuses that will continue to accrue during maternity leave.

Finally, we continue to be a corporate ambassador for the 'Women in Games' organisation, and we look forward to ongoing collaboration and partnership opportunities with them in future.

