team17
Gender Pay Report
2023

CONTENTS

01. Introduction

02. What's a 'Gender Pay Gap'

03. The Results

04. Actions

Introduction

1 Team17

Team17 Digital is committed to creating an accessible and sustainable culture of inclusion and belonging where our people feel fairly treated. We're passionate about championing more women into the games industry.

2 Our Industry

Women represent half of all gamers globally. Sadly, the gender split of people working in the industry does not reflect that (c. 70/30) and the gender pay gap favours men.

3 The Report

This document contains snapshot data from the 5th April 2023, covering the time period 6th April 2022 to 5th April 2023. The data contained in this report is accurate and in line with mandatory requirements. To note, this report does not include data for anyone who does not identify as female or male.

What is a Gender Pay Gap

A gender pay gap is a measure of the difference in 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.

The data enclosed is from the 5th April 2023, covering the time period 6th April 2022 to 5th April 2023.

The calculations make use of two types of averages:

- A mean average involves adding up all the numbers and dividing the result by how many numbers were on the list. This average places the same value on every number and so can be easily distorted by a small number of very high or low earners.
- A median average involves listing all the numbers in numerical order and taking the middle number. This indicates what the 'typical' situation is, as extremes of low and high pay do not affect the median.

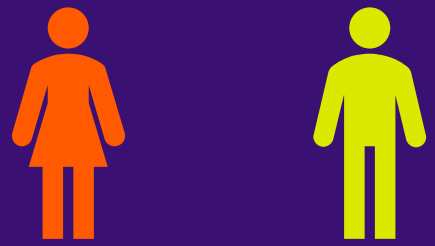
THE RESULTS

THE RESULTS

Key Figures: Gender Pay Gap

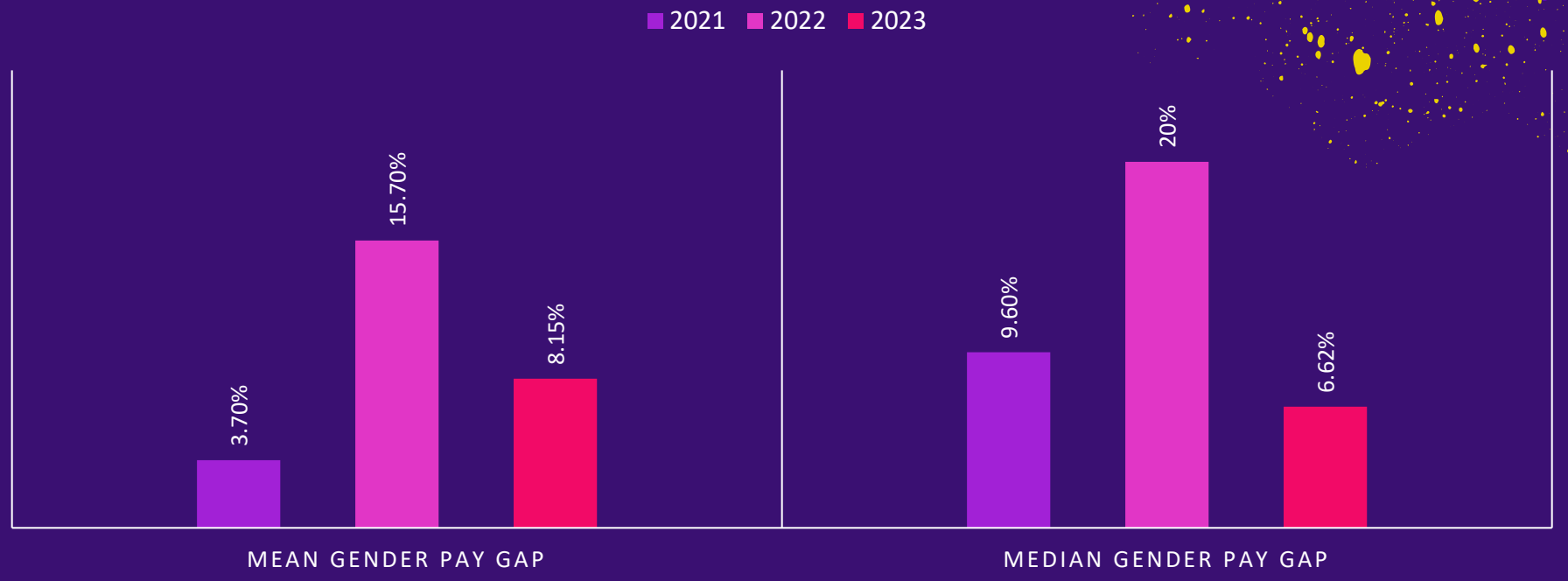
We are pleased to share that both our Mean and Median Gender Pays have both reduced significantly (Mean by -7.55% and Median by -13.28%) in 2023 even though our workforce composition changed, and we saw a 2% increase in males and 2% decrease in females. We are also happy to share that this result sees us comfortably below the Office of National Statistics; 2022* mean, 13.9%, and 2023 median of 14.3% however the makeup of our workforce means that our statistics rely heavily on the 21% and therefore we must work hard to retain and grow the number of women into games.

2023 WORKFORCE COMPOSITION



21%

79%

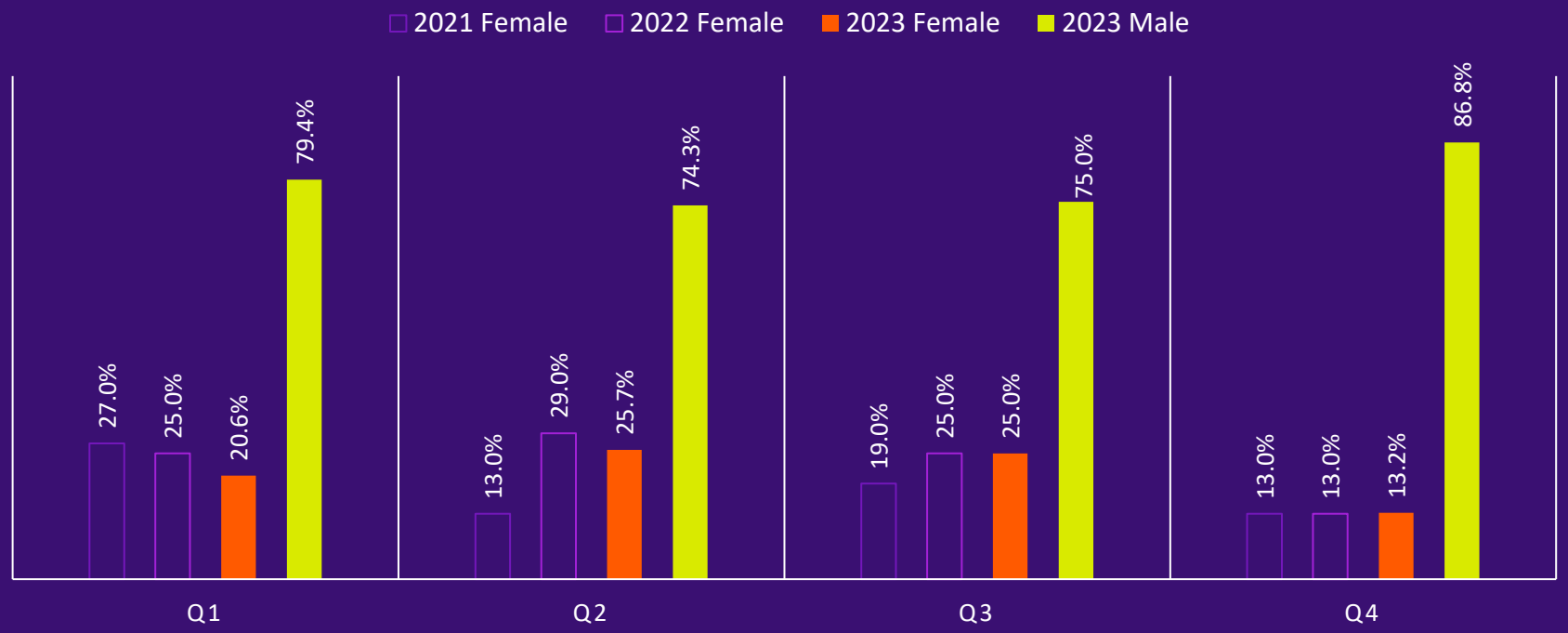


*Referencing the 2022 ONS Mean figure as the 2023 mean figure not yet published by ONS.

THE RESULTS

Key Figures: Pay Quartiles

Our Gender distribution by Pay Quartiles table below shows our female representation across the business. This result positively shows a reduction in females in the lower quartile for 3 years running but highlights more impact is needed in our highest quartile. We therefore need to identify ways to hire or progress more females from Q2 and Q3 into the highest quartile to balance out our gender distribution.



THE RESULTS

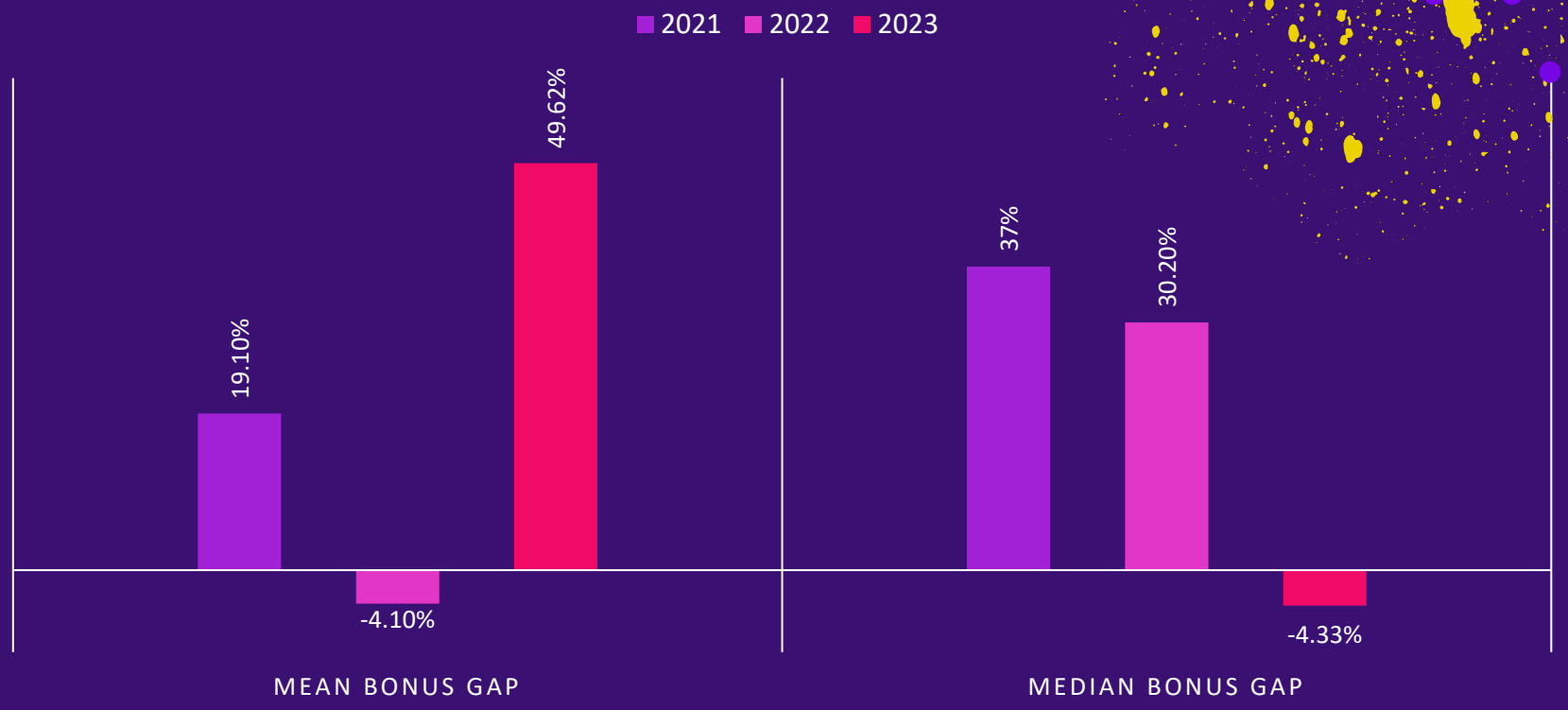
Key Figures: Bonus Gap

Our bonus gap results for 2023 has reversed compared with our results in 2022. Based on the below, we can see that our Mean Bonus Gap significantly increased whereas our Median Bonus Gap significantly decreased in favour of females in 2023.

BONUS PARTICIPATION

51% **48%**

Similarly to the comments made for our Gender Pay Gap results, because our workforce composition is in favour of males, single data points can have a significant impact on our overall results. There is more to be done to make the same level of progress, but it is positive to see that a slightly higher proportion of female employees received a bonus than males.



THANKS FOR YOUR TIME