



FRAMESTORE

GENDER PAY GAP REPORT 2026



WE ARE FRAMESTORE

Established in London in 1986, Framestore combines exceptional talent and innovative technology to bring creative visions to life across film, episodic, advertising and immersive experiences.

Today, we employ over 3,000 people worldwide, representing a broad range of expertise, including our talented artists, producers, technologists and support teams.

As of 5 April 2025, the London studio employed 1,159 people, of whom 68% were male and 32% were female.

When compared with the previous year, we have broadly maintained female representation across all pay quartiles. Notably, more than half of our senior leadership team are women, and internationally, six out of seven of our local Managing Directors/Heads of Studio are female.

We remain committed to promoting opportunities for women within our industry, and this report outlines several of the initiatives introduced over the past 12 months to support this commitment.



Mel Sullivan
Chief Executive Officer



Anne Murphy
Global Director, HR



OUR FIGURES

2026	MEAN	MEDIAN
Gender Pay Gap	20.77%	30.84%
Gender Bonus Gap	63.00%	39.45%

Proportion of employees who received bonus

Female	5.00%
Male	5.00%

PAY QUARTILE ANALYSIS

2026 QUARTILE	MEAN	MEDIAN
Lower Quartile	-3.00%	-3.50%
Lower Mid Quartile	3.66%	4.70%
Upper Mid Quartile	1.65%	2.56%
Upper Quartile	4.62%	1.94%

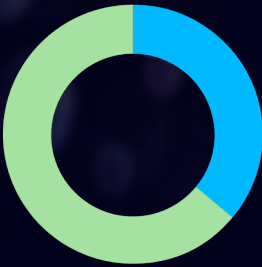
OUR FIGURES

Lower Quartile



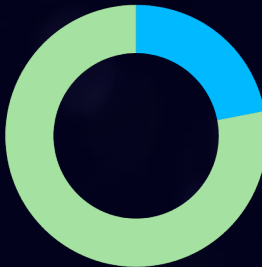
50%
50%

Lower Mid Quartile



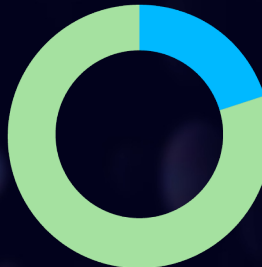
36%
64%

Upper Mid Quartile



20%
80%

Upper Quartile



22%
78%

% FEMALE
% MALE

WHAT WE'VE DONE

Promote careers and raise awareness in visual effects to women and other groups who are currently under represented in the industry, through our outreach and recruitment practices,

Collaborated with Access:VFX on a social media series highlighting women in the industry, including TikTok and Instagram Reels celebrating women in VFX.

Mentored 4 entry-level women and non-binary individuals through the Women in Animation mentorship circles.

Supported 23 female colleagues continuing with Female leadership apprenticeships, 5 at Level 7 and 18 at Level 5.

Awarded a scholarship to a female student at a globally recognized VFX school.

Promoted Women in Animation events for open conversation, creative connection, and meaningful networking.

Hosted the Animated Women event, celebrating the contributions of women in animation.

Partnered with UpliftHER on an online webinar in honour of International Women's Day.



WHAT WE'LL DO

Continue to run, grow and evolve our internal global mentorship scheme, open to all levels. Our objective is to offer support, career guidance and opportunity for all through an open network of mentoring and strengthen the pipeline of women into senior and higher-paid roles.

Continue to raise awareness of key dates and events that support women, as outlined in the Social Equity calendar and newsletter.

Continue to promote flexible and agile working practices across the organisation to support retention and progression.

Introduce talent mapping and structured development planning to identify high-potential talent, support equitable progression, and improve gender representation over time.

FAQ

What is a gender pay gap?

A gender pay gap is a measure of the difference between the average earnings of men and women across a Company or an entire economy.

What is a mean?

The average of a set of numbers.

What is a median?

This is an alternate average, whereby the numbers are listed in numerical order. If there is an odd number of results the median is the middle number. If there is an even number of results the two central values are added together and divided by two to get the median.

What does a positive (+) percentage figure represent?

A positive (+) percentage reveals that, typically, female employees have lower pay or bonuses than male employees.

What does a negative (-) percentage figure represent?

A negative (-) percentage reveals that, typically, male employees have lower pay or bonuses than female employees.

What is a quartile?

The total number of employees are divided into four equal parts by hourly rate, from lowest to highest. Each of these is a 'quartile', which gives a range of hourly rates and the gender division therein.



