



Gender Pay Gap Report

2022





Introduction to Framestore

Established in London in 1986, Framestore has a proud history creating extraordinary images, working across film, advertising and content, has collected every possible industry award along the way.

We currently have over 2000 employees worldwide, with an eclectic mix of skills that range from physicists, mathematicians and computer scientists to writers, directors, designers and animators. As at 5 April 2020, there were 1200 employees at Framestore, London.

Gender Pay is not the same as Equal Pay legislation which requires men and women to be paid equal pay for equal work. Framestore adheres to and complies with this legislation

Our UK gender division on the snapshot date was 26% Females and 74% Males.





Summary of our findings

Overall our Gender Pay Gap for 2022 has reduced compared to our 2021 report. This shows that we have made some progress towards closing the gap.

The proportion of females at entry level has increased since reporting commenced. This ranges from 32% in the 2018 published report to 38% in this current report.

This demonstrates due to initiatives we have run we have been successful at increasing the number of females joining the business at this level.

44% of our CEO's direct reports, and therefore almost half of the senior leadership team of the company, are female.

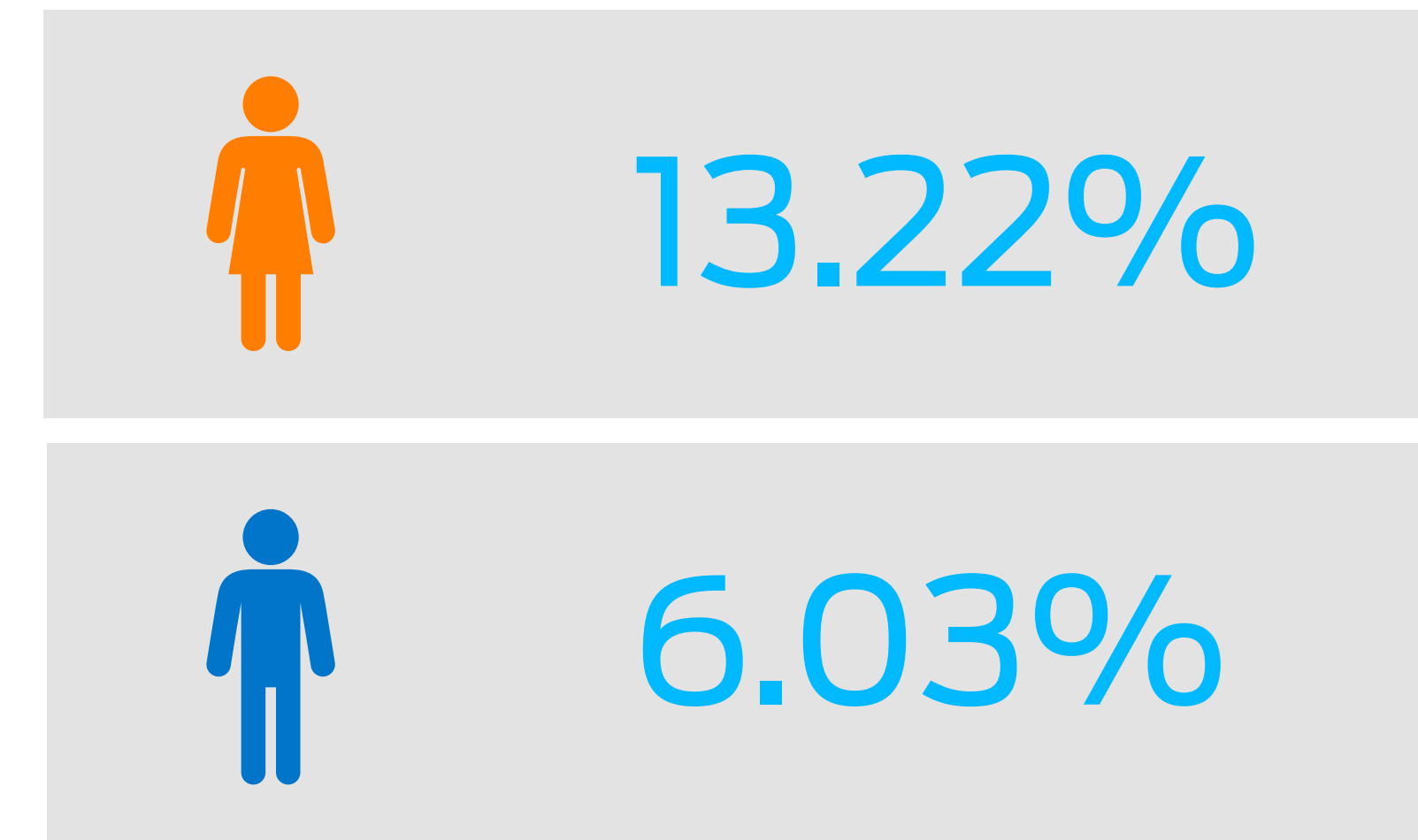


Gender Pay Report | Our Figures

(5 April 2020)

	Mean	Median
Gender Pay Gap	20.15%	26.07%
Gender Pay Bonus Gap	-16.56%	-25%

Proportion of employees who received bonus



Pay Quartile Analysis

We have analysed the mean and median gender pay for each of our pay quartiles.

	Mean	Median
Lower Quartile	0.05%	-1.00%
Lower Mid Quartile	2.54%	6.44%
Upper Mid Quartile	-0.63%	-2.85%
Upper Quartile	6.37%	0.00%



Gender Pay Report | Our Figures (2)

(5 April 2020)

Lower Quartile



♀ Female 38%
♂ Male 62%

Lower Middle Quartile



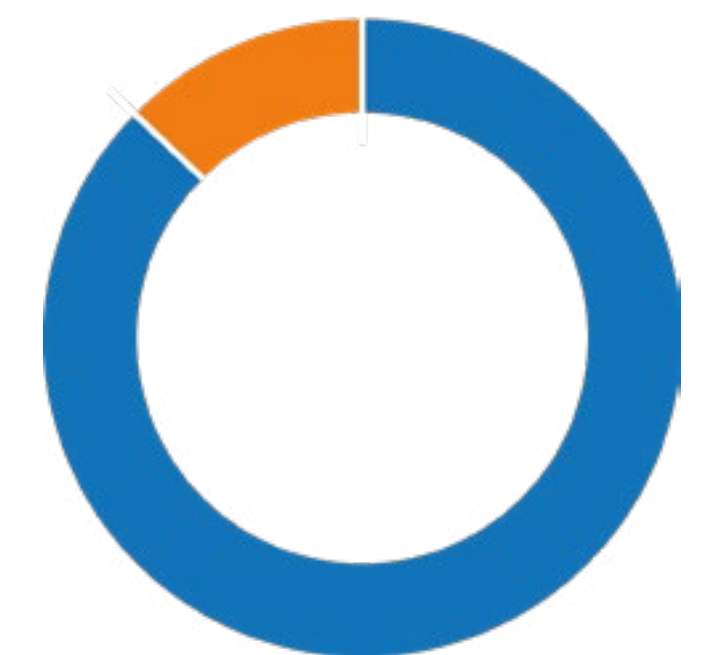
♀ Female 28%
♂ Male 72%

Upper Middle Quartile



♀ Female 21%
♂ Male 79%

Upper Quartile



♀ Female 17%
♂ Male 83%





Current and Future Initiatives (1)

We are continuing to attract and retain the best and brightest in our field and this is not gender defined.

The success of our business relies on the efforts and talents of all members of the team – both female and male.

Framestore has a merit-based culture, with opportunities given on the basis of talent, skills contribution and hard work.

The proportion of females leaving secondary and further education with a qualification in science, technology, engineering and maths (STEM), is significantly lower than the number of males with STEM qualifications.

We continue to review our pay and bonus policies to ensure they are fair and transparent.

We encourage flexible working practices and agile working across the organisation.

We continue to seek opportunities as a leader in our field to encourage entry-level applicants and females into a career in visual effects and retain them.





Current and Future Initiatives (2)

Provide training on harassment, equal opportunities and unconscious bias as part of our management training toolkit.
During the challenging time of the global Pandemic these are some of the actions and initiatives we were able to undertake:

May 2020 – we set up a Social Equity board

July / August 2020 - Virtual Internship programme (one team was entirely female)

November 2020 - University of Hertfordshire diversity and inclusive careers fair & Walthamstow School for Girls Careers talk

January 2021 - Camden School for Girls Careers talk

March 2021 - 3 Schools presentations for National Careers Week; Panel with 3 clients for International Women's Day; Women in leadership deep dive talk

Latest initiative is to trial 'Hybrid' working model allowing team members to split working week between home and office





A message from our CEO
and HR Director

We confirm the data reported is accurate.

William Sargent
Chief Executive Officer

Signature



Date: 14.03.2022

Anne Murphy
HR Director

Signature



Date: 14.03.2022



Appendix : Explanation of terms

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.

