Gender Pay Gap Report
2021
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 29% Females and 71% Males. Our female population has increased by 2% since we last reported.
Summary of our findings

Overall our Gender Pay Gap for 2020 has reduced compared to our 2019 report. This shows that we have made some progress towards closing the gap.

The proportion of females at entry and junior/mid level has increased significantly since reporting commenced. This ranges from 29% in the 2018 published report to 41% 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 these levels.

50% of our CEO's direct reports, and therefore half of the senior leadership team of the company, are female.
Gender Pay Report | Our Figures
(5 April 2020)

Gender Pay Gap

<table>
<thead>
<tr>
<th>Mean</th>
<th>Median</th>
</tr>
</thead>
<tbody>
<tr>
<td>20.66%</td>
<td>27.19%</td>
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</table>

Gender Pay Bonus Gap

<table>
<thead>
<tr>
<th>Mean</th>
<th>Median</th>
</tr>
</thead>
<tbody>
<tr>
<td>-34.67%</td>
<td>-66.67%</td>
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</table>

Proportion of employees who received bonus

- Female: 14.08%
- Male: 10.91%
Pay Quartile Analysis

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

<table>
<thead>
<tr>
<th>Quartile</th>
<th>Mean</th>
<th>Median</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lower Quartile</td>
<td>3.90%</td>
<td>0.44%</td>
</tr>
<tr>
<td>Lower Mid Quartile</td>
<td>1.32%</td>
<td>2.38%</td>
</tr>
<tr>
<td>Upper Mid Quartile</td>
<td>-2.50%</td>
<td>-1.00%</td>
</tr>
<tr>
<td>Upper Quartile</td>
<td>-4.50%</td>
<td>-9.62%</td>
</tr>
</tbody>
</table>
Gender Pay Report | Our Figures (2)
(5 April 2020)

Lower Quartile
♀ Female 41.0%
♂ Male 59.0%

Lower Middle Quartile
♀ Female 37.0%
♂ Male 63.0%

Upper Middle Quartile
♀ Female 21.0%
♂ Male 79%

Upper Quartile
♀ Female 21.0%
♂ Male 79%

Gender Pay Gap Report 2021
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.

Framestore continues to operate a return-to-work bonus for employees returning after a period of maternity or shared parental leave.

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.

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

Continue to encourage flexible working practices and agile working across the organisation.

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.
Provide training on harassment, equal opportunities and unconscious bias as part of our management training toolkit.

Some of the actions and initiatives we have undertaken include:

In order to encourage more females to consider careers in the visual effects industry we have attended GirlTech in Birmingham and have hosted several all girls schools at our offices in Chancery Lane for workshops. We have also participated in the City Lions programme targeting young women and people of colour from underprivileged backgrounds in London.

In September 2019 we hosted 80 young women of colour at our offices in Chancery Lane for an immersive careers event in collaboration with ERIC Festival.

We have run a number of programmes with a focus on developing female talent. Our 2019 Apprenticeship programme had 60% female participants and the 2021 LaunchPad training programmes in animation and production comprised an average of 51% female across the programmes.

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: 01.10.2021

Anne Murphy  
HR Director

Signature  
Date: 01.10.2021

Gender Pay Gap Report 2021
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.