Gender Pay Gap Report
2019
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 2500 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 2018, there were 1153 employees at Framestore, London.

Our UK gender division on the snapshot date was 27% Females and 73% Males. Our female population has increased by 2% since we last reported.
## Gender Pay Report | Our Figures

(5 April 2018)

<table>
<thead>
<tr>
<th></th>
<th>Mean</th>
<th>Median</th>
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</thead>
<tbody>
<tr>
<td>Gender Pay Gap</td>
<td>21.12%</td>
<td>24%</td>
</tr>
<tr>
<td>Gender Pay Bonus Gap</td>
<td>-5.06%</td>
<td>-5.56%</td>
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Proportion of employees who received bonus

<table>
<thead>
<tr>
<th>Sex</th>
<th>Proportion</th>
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<tbody>
<tr>
<td>Female</td>
<td>13.46%</td>
</tr>
<tr>
<td>Male</td>
<td>8.43%</td>
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Pay Quartile Analysis

Whilst not a requirement of the gender pay legislation, we also 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>
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<tbody>
<tr>
<td>Lower Quartile</td>
<td>-4%</td>
<td>-7%</td>
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<tr>
<td>Lower Middle Quartile</td>
<td>2%</td>
<td>5%</td>
</tr>
<tr>
<td>Upper Middle Quartile</td>
<td>0.58%</td>
<td>3.51%</td>
</tr>
<tr>
<td>Upper Quartile</td>
<td>7%</td>
<td>4%</td>
</tr>
</tbody>
</table>
Gender Pay Report | Our Figures (2)
(5 April 2018)

**Lower Quartile**
- Female 37.0%
- Male 63.0%

**Lower Middle Quartile**
- Female 30.0%
- Male 70.0%

**Upper Middle Quartile**
- Female 23.0%
- Male 77.0%

**Upper Quartile**
- Female 15.0%
- Male 85.0%
We seek 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.

45% of our CEO’s direct reports, and therefore almost half of the senior leadership team of the company, are female.

Within our artist teams, the majority of senior managerial or supervisory roles are held by males.

Where bonuses are paid, these discretionary bonuses are based on business performance and personal contribution, equitably applied to male and female employees.

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

On reviewing our flexible working data on the snapshot date, we had 58 employees on flexible working hours; the gender division of this was 30 males and 28 females.
Summary of our findings (2)

The proportion of females in the two lower quartiles has increased from 61% to 67%, which demonstrates that we are attracting a higher proportion of females into the business. This is positive news for the company, and we hope that this will be reflected in senior roles as the individuals progress through their careers.

Our gender split is consistent with that of our industry sector. However, we recognise that we - and the wider VFX industry - still have a considerable way to go in terms of ensuring greater parity.

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 recognise this as a serious issue for the VFX Workforce, and we are committed to doing what we can increase the number of females undertaking STEM subjects and seeing the VFX industry as a viable and rewarding career choice.
Current and Future Initiatives

Our Gender Pay report this year, shows we still have work to do and to that end we have outlined what we are working on:

We actively seek opportunities to participate in, as well as support, events which encourage more females to consider careers in the visual effects industry

We have 3 internal STEM ambassadors who visit local schools and colleges outlining and promoting visual effects as a career option. In the last 12 months, we have visited 12 primary/secondary schools

We are a member of an industry-wide diversity group - Access VFX - which combines forces to encourage entry from under-represented groups who might not have considered VFX as a career plan

We have adopted a Positive Recruitment strategy whereby all shortlisted panels must contain at least one female applicant

We have developed a partnership with Eric Festival to promote a series of female only workshop events over the summer months
Current and Future Initiatives

We have our first cohort of female apprentices in 2019. We actively targeted female applicants and as a result our gender split for our newest cohort of apprentices is 50% female.

We have developed a quarterly work experience programme in partnership with an external provider with 50% of the accepted applicants being female.

Moving forward, our commitment for the next 12 months:

- 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
- Enhance our training on harassment, equal opportunities and unconscious bias as part of our management training toolkit
- Identify future stars across Framestore and ensure there are no barriers restricting their career progression
A message from our CEO and HR Director

We confirm the data reported is accurate

William Sargent
Chief Executive Officer

Signature

Date: 03.04.2019

Anne Murphy
HR Director

Signature

Date: 03.04.2019
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.