



# Gender Pay Gap Report

2023



## Introduction to Framestore



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

We currently have over 3000 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 2022, there were 1107 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 Equal Pay legislation.

Our UK gender division on the snapshot date was 69% male and 31% female.





## Our Statement on our Gender Pay Report

Our Gender Pay Gap at the snapshot date of 5 April 2022 is 24.08%

Our median Gender Bonus Gap is 0% meaning there is no difference between the average value of bonuses paid to men and women. We are pleased to report this finding and see an improvement from the 2021 report.

We are proud that the number of women joining Framestore at entry level (Lower Quartile) has increased. This shows our commitment to bringing more women into the visual effects industry.

The number of women in our most senior roles has remained stable (Upper Quartile).

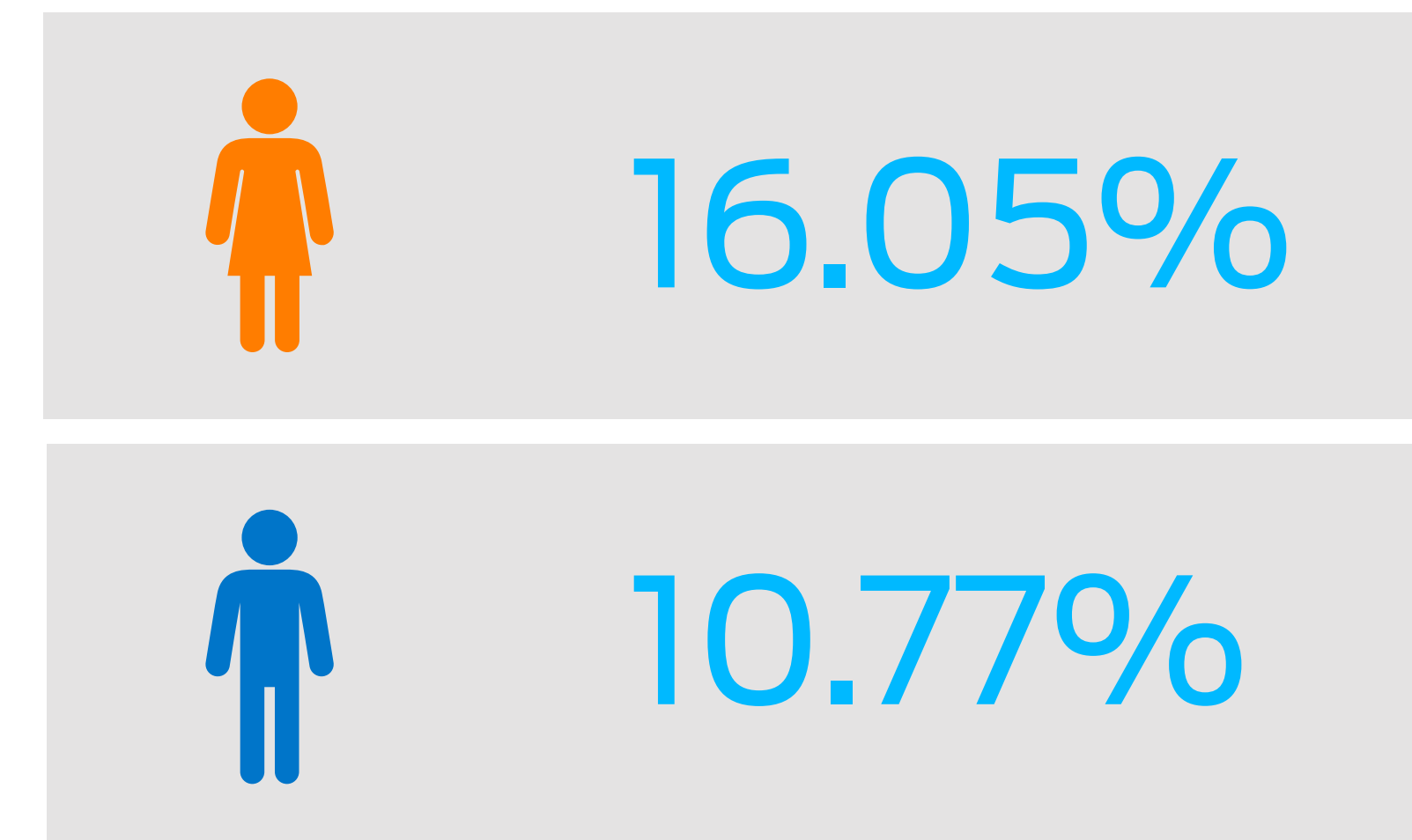
Almost half of the senior leadership team of the company, are female. In 2022 Mel Sullivan was announced as our CEO.



# Gender Pay Report | Our Figures

(5 April 2022)

## Proportion of employees who received bonus



	Mean	Median
Gender Pay Gap	24.08%	32.6%
Gender Pay Bonus Gap	18.9%	0.0%

\*Please refer to the appendix at end of this report for an explanation of terminology used



# Pay Quartile Analysis

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

	Mean	Median
Lower Quartile	3.06%	-1.82%
Lower Mid Quartile	0.48%	3.41%
Upper Mid Quartile	-10.33%	-6.37%
Upper Quartile	5.28%	-4.18%

\*Please refer to the appendix at end of this report for an explanation of terminology used



# Gender Pay Report | Our Figures

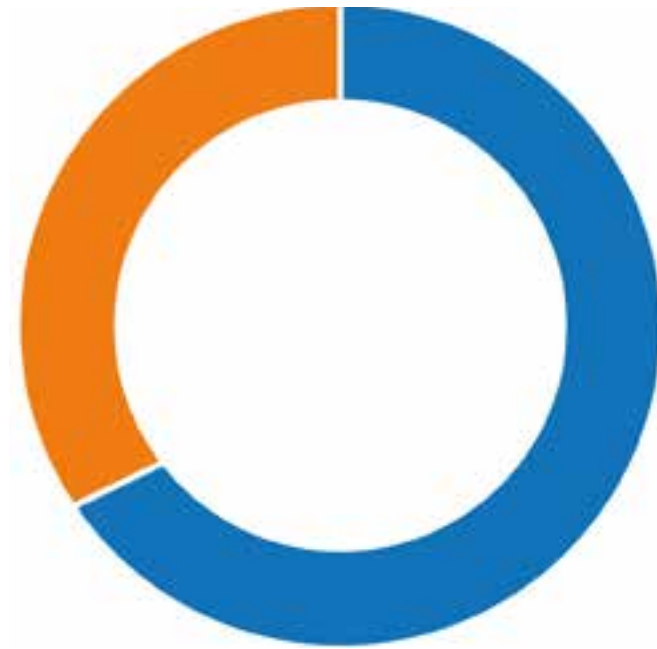
(5 April 2022)

Lower Quartile



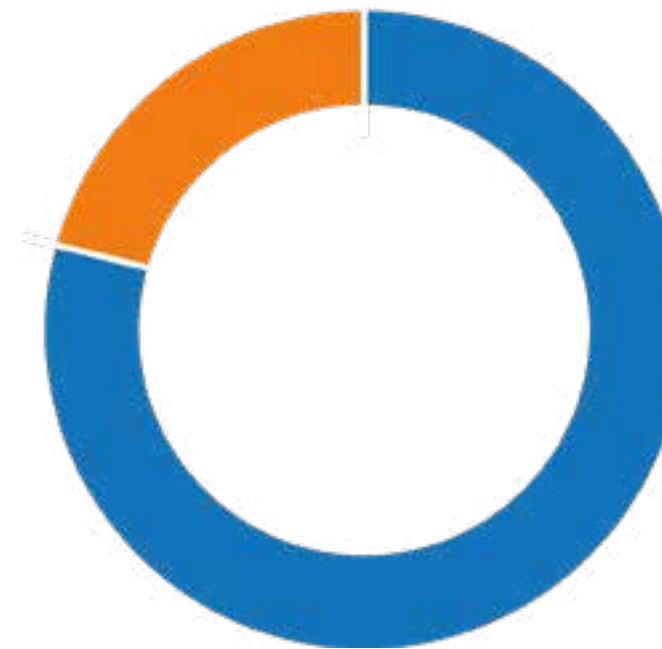
♀ Female 48%  
♂ Male 52%

Lower Middle Quartile



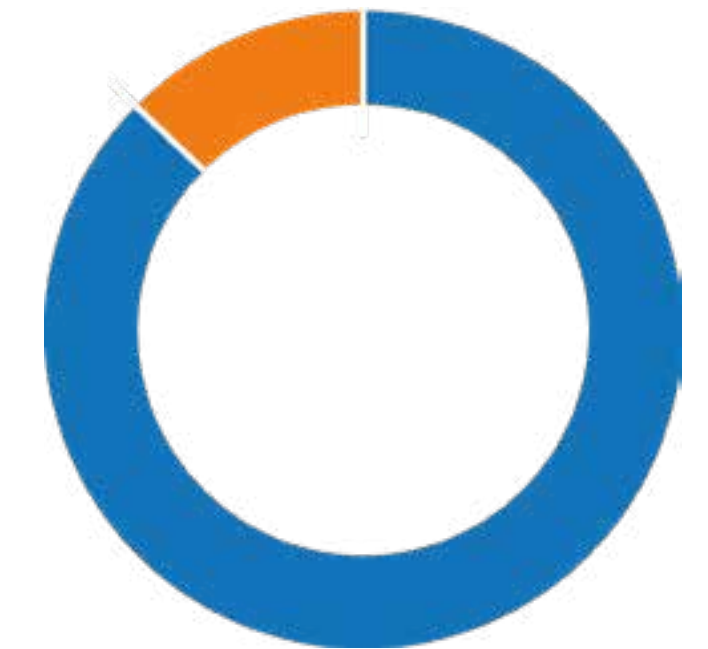
♀ Female 36%  
♂ Male 64%

Upper Middle Quartile



♀ Female 22%  
♂ Male 78%

Upper Quartile



♀ Female 17%  
♂ Male 83%





## Current and Future Initiatives (1)

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

We have improved our company enhanced Family Leave including maternity leave for up to 18 weeks on full pay for those with over 2 years of service.

We offer flexible working practices across the organisation post-pandemic with the option of hybrid working. We continue to look for opportunities for working parents and carers to work flexibly.

As part of International Women's History Month and also National Careers Week in the UK, we invited an entire Year 9 year group from Walthamstow School for Girls to join us over a three day period for a workshop and career discovery session.



## Current and Future Initiatives (2)

Representatives from our animation team presented at the Women in STEM Conference aimed at highlighting opportunities for women to join the VFX industry.

Our training team hosted a panel discussion recognising International Women's Day which involved interviews and contributions from our senior leadership team.

We have rolled out Break the Bias workshops in all of our global locations.

We have introduced a 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.





# Signatures



We confirm the data reported is accurate.

Mel Sullivan  
Chief Executive Officer

Signature 

Date: 24.03.2023

Anne Murphy  
Global HR Director

Signature 

Date: 24.03.2023





## Appendix : Explanation of terms

How is the mean gender Pay gap calculated?

The mean gender pay gap is the difference between the average hourly earnings of male colleagues and the average weekly earnings of female colleagues.

How is the median gender pay gap calculated?

The median gap is based on arranging average hourly earnings in numerical order and selecting the middle amount, comparing the difference between male and female colleagues.

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.

