



**WARNER BROS.
STUDIOS LEAVESDEN**

GENDER PAY GAP REPORT

As of 5 April 2017

Warner Bros. Studios Leavesden Limited

Gender Pay Gap as of 5 April 2017



Warner Bros. Studios Leavesden Limited (WBSL) is committed to providing equal opportunities for all our employees and for all job applicants. We hire, train, promote and compensate employees without regard to gender (or other factors prohibited by applicable equality legislation).

Equal Pay

Across WBSL's business, our employees receive equal pay for equal work, regardless of gender. More than half (56%) of WBSL's overall workforce is female.

Understanding our Gender Pay Gap

Like many UK companies, we have a gender pay gap - our median is 14.4% and our mean is 19.8%. Although the majority of our employees receive a bonus, the bonus gender pay gap reflects that there are more men than women in the senior executive leadership team - our median is 0% and our mean is 54.2%.

Ongoing Efforts

As part of our ongoing efforts relating to equal opportunities, we have an active programme of development and leadership training, and provide unconscious bias training for the management team. We are also supportive of part-time and flexible working arrangements for all employees, regardless of gender. We are determined to continue to address areas in our business where women are under-represented and to identify any barriers to progression. We will monitor the different stages of our employee life cycle, from recruitment through development, promotion and annual pay reviews, to help us identify relevant actions throughout the company to reduce our gender pay gap.

I can confirm on behalf of Warner Bros. Studios Leavesden Limited that the information provided is accurate.

David Bisoni
Statutory Director of Warner Bros. Studios Leavesden Limited

The gender pay gap is different from the concept of equal pay. The gender pay gap is not job-specific, but rather illustrates the differences in average pay (both median and mean) between women and men in an organisation. Equal pay refers to any pay differences between men and women who carry out the same jobs, similar jobs or work of equal value.

Gender pay gap based on hourly pay for male and female employees

Median	14.4%
Mean	19.8%

Gender pay gap based on bonus for male and female employees

Median	0%
Mean	54.2%

Proportion (%) of male and female employees who received a bonus

Males	63 %
Females	54 %

Proportion (%) of male and female employees in each quartile pay band

QUARTILE PAY BAND	MALES in quartile (%)	FEMALES in quartile (%)
4th Quartile (Upper)	60%	40%
3rd Quartile (Upper middle)	48%	52%
2nd Quartile (Lower middle)	35%	65%
1st Quartile (Lower)	31%	69%