

WARNER BROS. ENTERTAINMENT UK LIMITED'S
GENDER PAY GAP REPORT AS OF 5 APRIL 2018



INTRODUCTION

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

We continue to focus on improving diversity across our company and actively advancing female talent at every level. Since our 2017 gender pay gap report was published, we have:

- **Continued to provide guidance to senior managers and decision-makers so that recruitment, training, promotion and compensation decisions are considered in accordance with Warner Bros.' Equal Opportunities, and Diversity & Inclusion policies.**
- **Promoted our flexible working policy and provided employees with training and technological tools to enable them to work flexibly, should they choose to do so.**
- **Developed internal talent through our "Emerge" leadership training programme.**
- **Hosted engagement and training days focussed on career development and progression for female employees, with internal and external female leaders as panel guests.**
- **Created focus groups made up of female employees, so as to understand their needs and create employee-driven initiatives.**
- **Launched a new mentoring scheme benefiting women at all levels and engaging mentors from mid-to-senior levels.**
- **Delivered unconscious bias training.**
- **Enhanced our shared parental leave offering.**
- **Developed a family leave coaching programme to support parents throughout their family leave journey.**

We are also pleased to report that Women of Warner, our employee-led Business Resource Group, celebrated its first anniversary on International Women's Day 2019.

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



Steve Mertz, Statutory Director of Warner Bros. Entertainment UK Limited

WHAT IS THE GENDER PAY GAP?

The gender pay gap is different from the concept of equal pay.

Equal pay refers to any pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. Across WBEUK's business, our employees receive equal pay for equal work, regardless of gender.

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. A gender pay gap does not mean that there is an equal pay issue.

Like many UK Companies, WBEUK has a gender pay gap. WBEUK's gender pay gap figures – as of 5 April 2018 – both median and mean, and across four pay band quartiles, are detailed below.

Although our employees are not paid on an hourly basis, the Government requires us to calculate an hourly rate of pay for each employee and to use these hourly rates for the purposes of the gender pay gap calculations, to ensure consistency.

GENDER PAY GAP BASED ON HOURLY PAY FOR MALE AND FEMALE EMPLOYEES

MEDIAN



12.2%

To calculate the median gender pay gap, male employees are put in one list, in order of hourly pay, top to bottom, and the same is done for females. The median gender pay gap is the percentage difference between the hourly pay of the male in the middle of the male list and the hourly pay of the female in the middle of the female list. The median bonus gender pay gap is calculated in the same way.

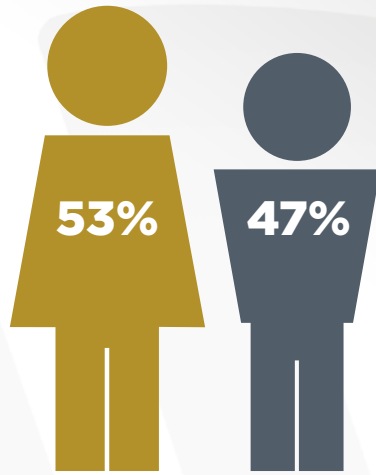
MEAN



25.3%

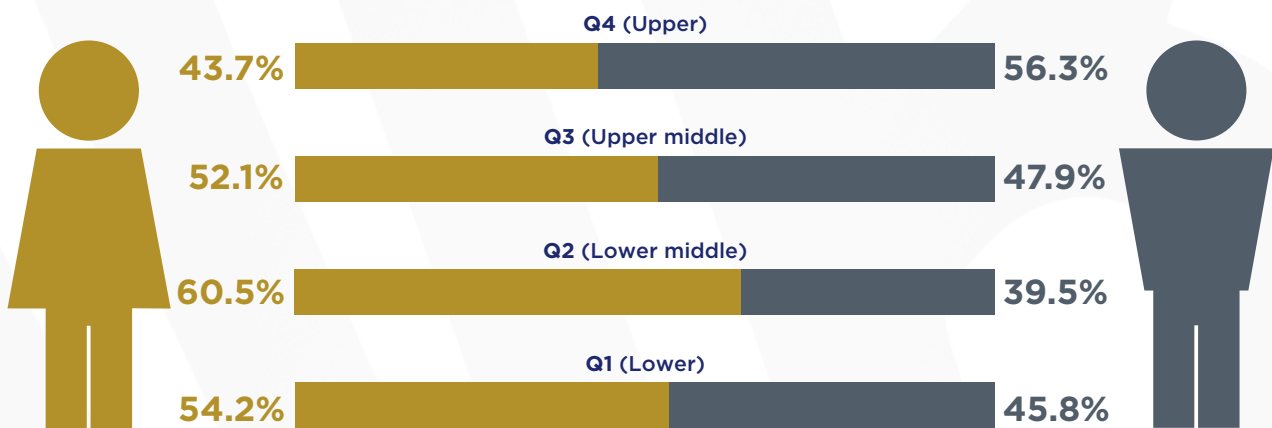
The mean gender pay gap shows the percentage difference between the average hourly rate of pay of men in the company, as compared to the average hourly rate of pay of women in the company. The same principle applies for the mean bonus gender pay gap. The average hourly rate of pay / bonus for men is calculated by adding up all of the hourly rates / bonuses for men and dividing this figure by the total number of men. The same type of calculation is then done for women.

Whilst WBEUK employs slightly more women than men, a significant factor in WBEUK's gender pay gap is the greater number of men than women in senior leadership roles and the greater number of women than men in all other quartile pay bands:

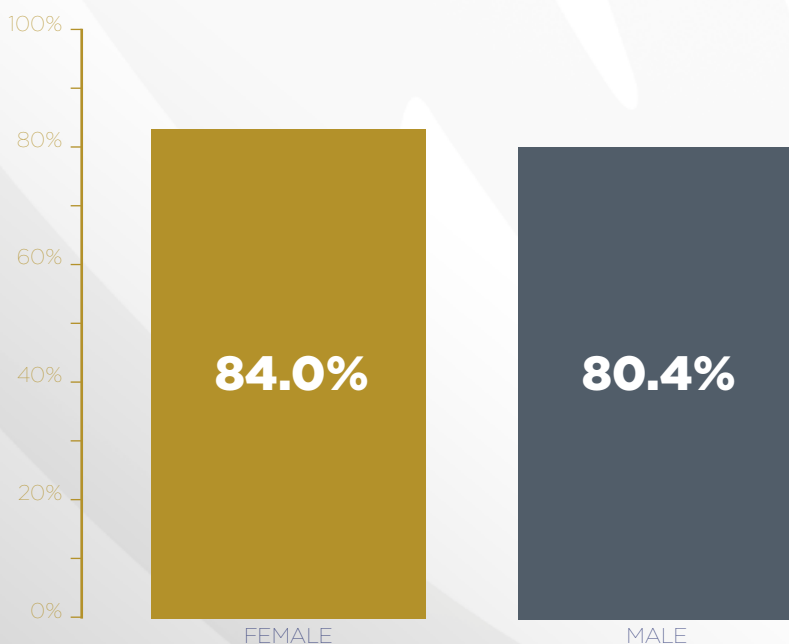


**AS AT 5 APRIL 2018,
53% OF WBEUK
EMPLOYEES
WERE FEMALE**

PROPORTION (%) OF MALE AND FEMALE EMPLOYEES IN EACH QUARTILE PAY BAND



PROPORTION (%) OF MALE AND FEMALE EMPLOYEES WHO RECEIVED A BONUS



As with many other UK companies, WBEUK's bonus awards are based on a percentage of salary. Whilst more women than men receive a bonus at WBEUK, WBEUK's gender pay gap based on bonus reflects the higher proportion of men than women currently in senior leadership roles.

**GENDER PAY GAP
BASED ON BONUS FOR
MALE AND FEMALE
EMPLOYEES**

**29.2%
MEDIAN**

**70.6%
MEAN**

LOOKING TO THE FUTURE

WBEUK aims to create an environment where all our employees can flourish, and we were the first Hollywood studio to commit to a global Diversity & Inclusion policy.

We are committed to investing in the future of the entertainment industry by identifying and investing in the next generation of talent.



ON 5 APRIL 2018, WBEUK HAD
42 SANDWICH-YEAR PAID INTERNSHIPS,
OF WHICH 64% WERE FEMALE



OVER A FIVE-YEAR PERIOD, BETWEEN 5
APRIL 2013 - 5 APRIL 2018, WBEUK HAD
242 SANDWICH-YEAR PAID INTERNSHIPS,
OF WHICH 53% WERE FEMALE

Warner Bros. Creative Talent spans film, tv, games and theatre to develop diverse, emerging talent from all backgrounds. Annually, the nationwide investment encompasses:



12 HIGHER EDUCATION SCHOLARSHIPS AT 6 UNIVERSITIES
AND 3 BAFTA PRINCE WILLIAM SCHOLARS



6 APPRENTICESHIPS



2 TRAINEE POSITIONS ON WARNER BROS.
FILM PRODUCTIONS IN THE UK



25 TRAINING COURSE PLACES WITH
CHICKENSHED, THE INCLUSIVE THEATRE COMPANY



www.warnerbros.co.uk