



WARNER BROS.  
ENTERTAINMENT  
UK LIMITED'S

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# GENDER PAY GAP REPORT

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AS OF 5 APRIL 2019

## 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).

However, like many UK Companies, WBEUK has a gender pay gap. WBEUK's gender pay gap figures – as of 5 April 2019 – both median and mean, and across four pay band quartiles, are detailed in this report.

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.

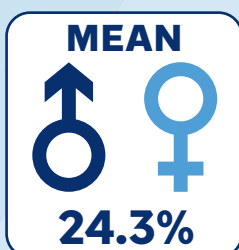
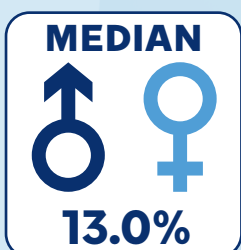
The gender pay gap is not job-specific, but rather illustrates the differences in average pay (both median and mean) between women and men in an organisation. A gender pay gap does not mean that there is an equal pay issue.

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.

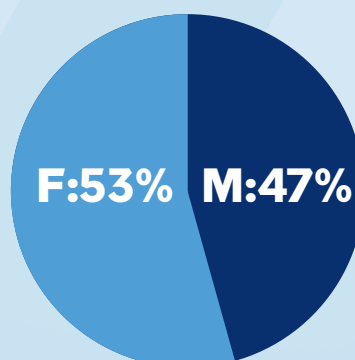
The mean gender pay gap shows the percentage difference between the average hourly rate of pay of men in the company, as compared to the average hourly rate of pay of women in the company. The same principle applies for the mean bonus gender pay gap. The average hourly rate of pay / bonus for men is 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 done for women.

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 those 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

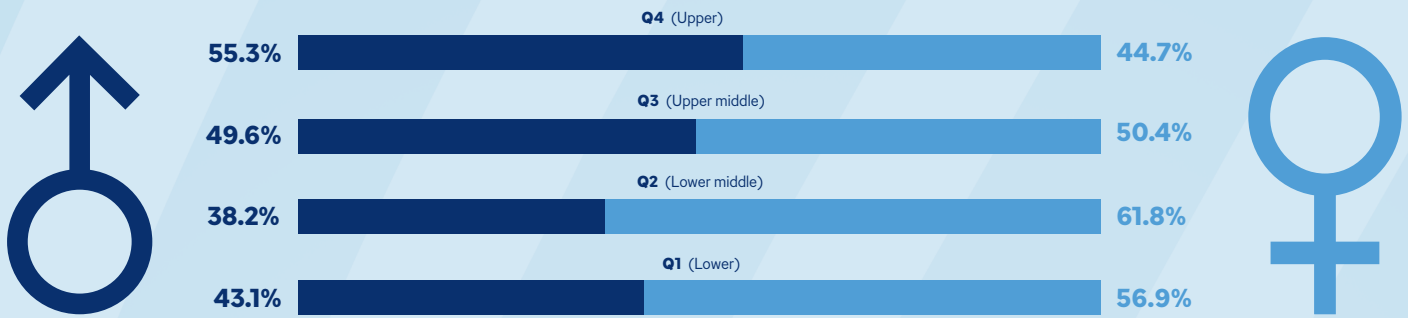


### AS OF 5 APRIL 2019, 53% OF WBEUK'S EMPLOYEES WERE FEMALE



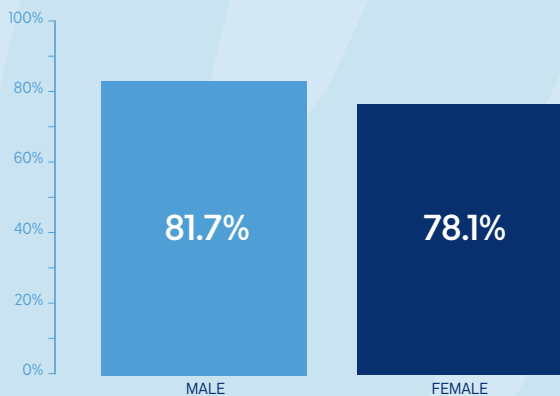
Whilst WBEUK employs slightly more women than men, a significant factor in WBEUK's gender pay gap is the greater number of men than women in senior leadership roles and the greater number of women than men in all other quartile pay bands.

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



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

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



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

**23.4%**  
MEDIAN

**63.6%**  
MEAN

## INITIATIVES

We continue to take steps to improve our gender pay gap.

Over the last 12 months, we have implemented the following initiatives:

- We have launched our parental coaching programme.
- We have introduced a second season of our mentoring scheme following positive feedback from participants in the inaugural programme.
- We have provided diversity & inclusion training to all employees and have launched a new anti-bullying & anti-harassment policy.
- We have delivered unconscious bias training to additional employees and have made this training compulsory for all line managers.
- We have hosted training days focused on career development and progression for female employees, including sessions on developing personal leadership and impact.
- We continue to promote our flexible working policy and encourage flexible working for all employees.
- Women of Warner, our employee-led Business Resource Group, goes from strength to strength and, over the past twelve months, has hosted various events, including inspiring internal and external speakers, seminars on specific health issues and enhancing personal impact.

We remain committed to improving our gender pay gap. As well as continuing to support and offer existing initiatives, we will continue to develop and implement new initiatives designed to improve and close our gender pay gap.