



**WARNER BROS.
STUDIOS LEAVESDEN**

**WARNER BROS. STUDIOS LEAVESDEN LIMITED'S
GENDER PAY GAP REPORT AS OF 5 APRIL 2019**

INTRODUCTION

Warner Bros. Studios Leavesden Limited (WBSL) 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, WBSL has a gender pay gap. WBSL'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. Studios Leavesden Limited, that the information provided is accurate.



David Bisoni, Statutory Director of Warner Bros. Studios Leavesden 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 WBSL's business, our employees receive equal pay for equal work, regardless of gender.

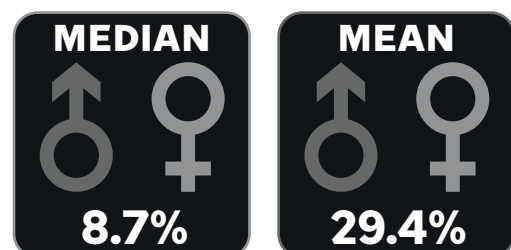
The gender pay gap is not job-specific, but rather illustrates the differences in average pay (both median and mean) between women and men in an organisation. A gender pay gap does not mean that there is an equal pay issue.

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.

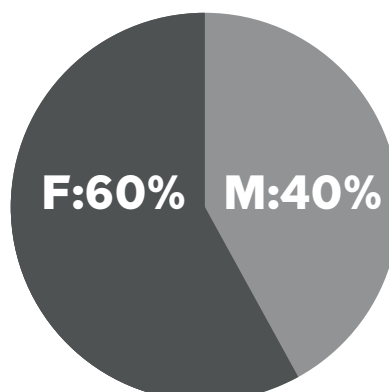
The mean gender pay gap shows the percentage difference between the average hourly rate of pay of men in the company, as compared to the average hourly rate of pay of women in the company. The same principle applies for the mean bonus gender pay gap. The average hourly rate of pay / bonus for men is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

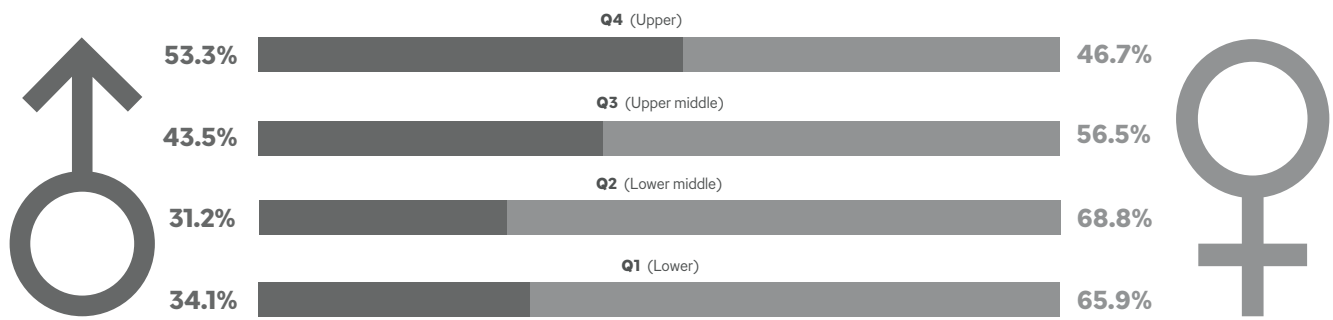


AS OF 5 APRIL 2019, 60% OF WBSL EMPLOYEES WERE FEMALE



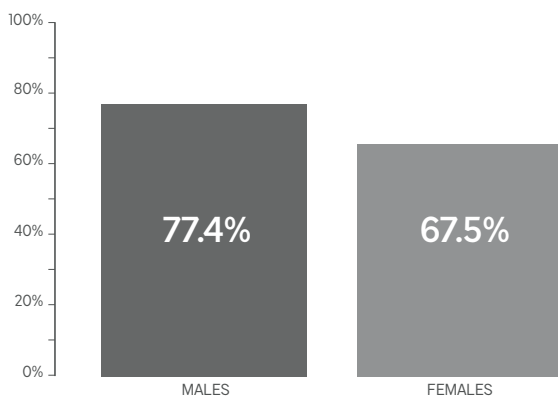
Whilst WBSL employs more women than men, a significant factor in WBSL's gender pay gap is the greater number of men than women in specialist and senior leadership roles and the greater number of women than men in all other quartile pay bands. In particular, the increase in the gender pay gap since 2018 reflects the recruitment of four men into specialist and senior leadership roles.

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



Whilst more men than women receive a bonus at WBSL, WBSL's gender pay gap based on bonus decreased since 2018.

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



GENDER PAY GAP BASED ON BONUS FOR MALE AND FEMALE EMPLOYEES

0.0%
MEDIAN

46.6%
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 provided Diversity and Inclusion training to all team leaders across all divisions of WBSL.
- We celebrated International Women's Day by championing the following initiatives:
 - We hosted an event aimed at promoting women in the film industry, with presentations by female industry leaders and emerging female talent.
 - We encouraged employees and production clients to explore the theme of gender balance in film and television. The guests were invited to submit pledges on how they could make the workplace more accommodating to women with families.
- We hosted an event aimed at highlighting the benefits of providing childcare to parents working in film and television production. WBSL also announced that it will be working with WonderWorks to open an on-site nursery in the summer of 2020 dedicated to production clients and WBSL staff.
- Anti-Bullying & Anti-Harassment training is being rolled out to all line managers across all divisions of WBSL.
- We have planned the delivery of unconscious bias training to all team members involved in recruitment across all divisions of WBSL over the next 12 months.

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.