



DNEG

UK Pay Gap Report

2017

What is our Gap?

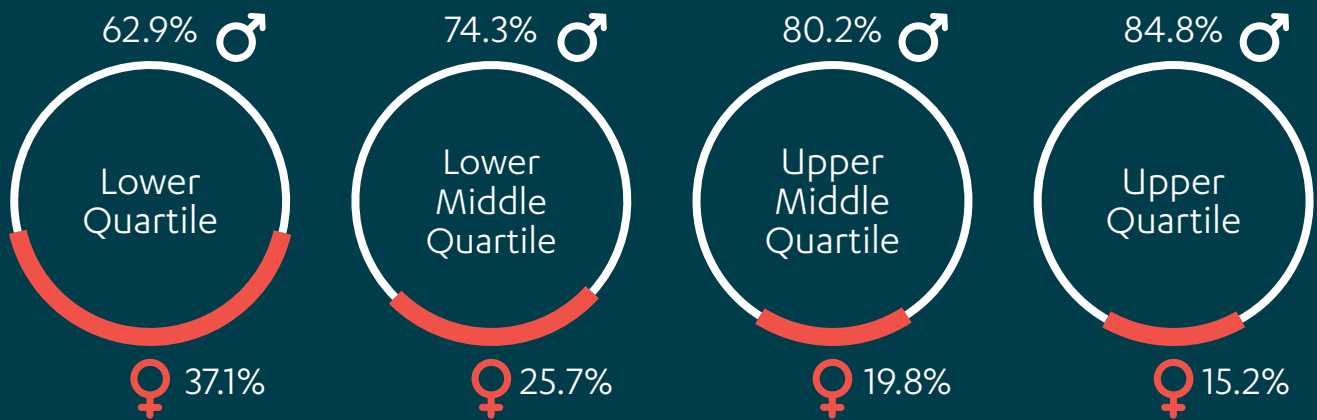
DNEG's mean gender pay gap in the UK is 19.8%. This figure is calculated in line with UK Government guidelines using snapshot date of the 5th April 2017 and shows the difference in average hourly pay between men and women at DNEG. This should not to be confused with equal pay, which refers to paying male and female employees the same amount for the same role. DNEG pays men and women equally for the same or equivalent roles across the business, globally.



Proportion of **males and females** receiving a bonus payment (last 12 months)



Quartiles

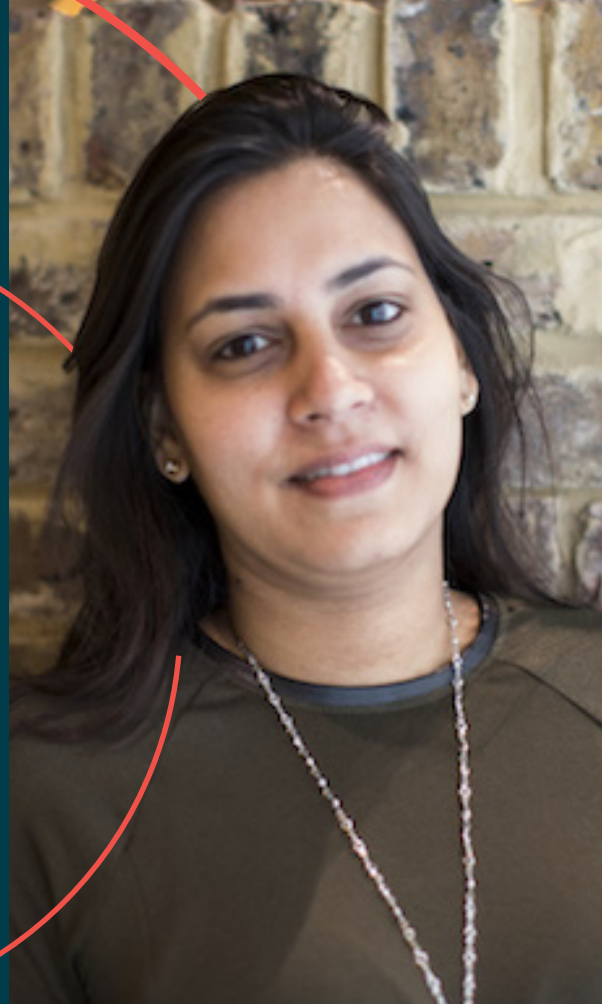


What does our pay gap data tell us?

The make-up of our business, with more men in senior level roles, means that overall our average male salaries are higher than our average female salaries. Historically the VFX industry has attracted a much higher proportion of males, with the result that over time more men have progressed into senior roles. Men currently out-number women 3 to 1 in the DNEG UK office, which is something that is reflected across the VFX industry. This is a trend that we're seeing decrease over time in line with the positive action we've been taking to engage with young women at an early education level and encourage more women to consider a career in VFX. It will take time to fully realise the results of these efforts but we're committed to continuing to support this change.



Working to close the gap



Taking positive action to encourage more women to consider jobs in VFX

Due to the technical skills required for many jobs in VFX it is imperative that we highlight to young women at an early education level that careers within the industry are a viable option. DNEG has been involved in school level outreach for a number of years and this engagement is part of our longer term plan to focus on championing an industry where there is a higher number of women choosing VFX as a career and an equal gender split in all levels of roles. We can see that this has already started to have an impact on our intake of women at DNEG.

Along with some of our fellow VFX studios, we recently had the opportunity to connect with young people at the Skills Show 2017 at the Birmingham NEC, which attracted over 70,000 students. The aim was to raise awareness of VFX career opportunities to a wider and more diverse population, including reaching more female students.

By looking at the quartiles, we can see that there are a higher percentage of women in more junior roles in our UK office. This is consistent with our efforts to close the gap by encouraging young women to consider VFX as a career choice by further studying STEM subjects, thereby equipping them with the skills needed to pursue roles in the industry. More women at a junior level means more women at the start of their careers. We're committed to supporting those women to progress to senior level roles within the business, which we hope to see reflected in our figures over time.

Championing Diversity and Inclusion at an industry level

In May 2017 we joined together with several other VFX studios in the UK to create Access VFX, a cross-company initiative to promote diversity and inclusion within the VFX industry. Started in conjunction with National Inclusion Week, Access VFX delivered a program of events to help raise awareness and highlight inclusion with the ultimate aim of bringing about change. This included events such as a panel from the popular talk radio show 'The BadAss Women's Hour' which was set up to discuss and debate gender equality within the VFX industry. As part of Access VFX, DNEG will continue to support and deliver initiatives and events to promote inclusion and diversity within VFX.

In 2017 we sponsored 6 women to attend the Animated Women UK (AWUK) Helen North Achieve Programme. This is a programme that is aimed as an intensive introduction to career management for women in VFX and animation and addresses real challenges and barriers that women experience, to help them fulfil their potential within their field. Following on from the very positive feedback from last year, we have sponsored a further 9 women this year from a variety of levels and areas across the business with an aim to support and empower them in their career at DNEG.



Supporting inclusion and flexibility within DNEG to create a culture where everyone can thrive

As a company we are committed to ensuring our policies and practices are fair and consistent across the board globally. Our policies are reviewed each year to make sure they are fair and to create a supportive and inclusive environment. DNEG's shared parental leave policy in the UK aims to readdress family friendly policies being traditionally orientated towards female employees by supporting both male and female employees to take leave to support their families with an aim to make being a working parent gender neutral. Additionally, we continue to promote our flexible working policy to ensure that it is visibly available for both men and women. We are committed to ensuring that all are able to benefit from our family friendly policies, regardless of gender, so that all can share the responsibilities of family life and have the same opportunities at work.

In light of this, we have started to promote and encourage flexible working for more senior roles, where this has been less viable before. This can allow employees in supervisor and manager roles to have flexibility in their working patterns and ensure that both women and men have the opportunity to progress.

Of those on flexible working arrangements 57% are female and 43% are male.

We strongly support the women in our business and in recognition of this we recently promoted the 'DNEG Wonder Women' series, profiling senior women in our organisation. This promotion of our incredible female talent communicated how they have achieved their goals and furthered their careers. We also celebrated International Women's Day globally on March 8th 2018 with various events across our global offices, including inviting inspiration women speakers from other industries to talk to our staff about their experiences. This initiative was open to all staff.





We recognise that there is still more to be done to further close our gender pay gap and we are committed to continuing to pro-actively remove barriers for women's progression in the workplace.

We confirm the figures in this report to be accurate

Ellen Walder
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