

Games Workshop Group PLC

# **GENDER PAY GAP REPORT**

## **2024**

# HOW IS GENDER PAY CALCULATED

## 1. MEAN PAY GAP

Mean pay gap is the difference between the average hourly rate of men and women. This is different from 'equal pay' which is the difference in pay between men and women who carry out the same, or similar jobs.

## 2. MEDIAN PAY GAP

The median pay gap is the difference in pay between the median hourly rate of men and women when lined up from lowest to highest paid.

## 3. PAY QUANTILES

Quantiles are calculated by sorting all employees across the business from lowest to highest hourly rate and dividing the list into four equal sized groups. The percentage of males and females in each quartile is then calculated.

## 4. BONUS PAY GAP

The mean and median bonus gap are calculated in the same way as the pay gap, however it is based on the actual bonus paid in the year up to 5th April 2024.

## 5. SNAPSHOT DATE

The calculations are based on the snapshot date of 5 April 2024; the mean and median hourly rates of pay on the snapshot date and the bonus paid in the year up to the snapshot date.

# Gender pay gap summary

## Pay Gap

We are in a position to report our findings for 2024 which show the mean pay gap has widened by a small amount while the median pay gap has closed by a small amount over the reporting year. The overall number of employees included in the calculations increased this year, the female population increased by 14% to 503 and the male population increased by 8% to 1,395. In large part, we recruited women into roles within the middle quartiles and as a result the mean gender pay gap increased to 12.7% (up 0.8%) and the median pay gap has reduced, down 0.6% to 5.7%.

## Bonus Pay Gap

We are pleased to report a median bonus pay gap of 0% for a consecutive period due to the Games Workshop profit share scheme that rewards all employees equally for their contribution to our successful performance.

The proportion of both men and women receiving a bonus in the year has increased from last year. The mean bonus pay gap increased by 1.2% having fallen by 9.5% last year.

Bonus payments to executive directors are included in the bonus pay gap calculation, executive directors are not eligible to participate in the Games Workshop profit share scheme.

### GENDER DEMOGRAPHIC

FEMALE  
**27.2%**

26.4% in 2023

MALE  
**72.8%**

73.4% in 2023

### GENDER PAY GAP

MEAN PAY GAP

**12.7%**  
in favour of MEN

11.9% in 2023

MEDIAN PAY GAP

**5.7%**  
in favour of MEN

8.3% in 2023

### PAY QUARTILES

	Lower	Lower Middle	Upper Middle	Upper
WOMEN: 2024	<b>29%</b> 138	<b>31%</b> 147	<b>29%</b> 137	<b>17%</b> 81
2023	32%	26%	24%	19%
MALE: 2024	<b>71%</b> 336	<b>69%</b> 328	<b>71%</b> 338	<b>83%</b> 393
2023	68%	74%	76%	81%

### GENDER BONUS PAY GAP

FEMALE	MALE	MEAN BONUS PAY GAP	MEDIAN BONUS PAY GAP
<b>95%</b> received a bonus	<b>96%</b> received a bonus	<b>7.8%</b> in favour of <u>MEN</u>	<b>0%</b>
93% in 2023	94% in 2023	6.6% in 2023	0% in 2023

# What is Games Workshop doing to address its gender pay gap?

At Games Workshop, we value our people and understand the benefit a wide range of perspectives and backgrounds can bring to our business. We continue in our commitment to diversity and inclusion initiatives.

We are continuing to invest in our people plan for 2024/2025 in the following ways:

- We employ the best people for the jobs that we have available while ensuring that we continue to be an equal opportunities employer. We will continue to apply our recruitment strategy which promotes our jobs as widely as possible externally, encourages internal promotion, and uses skills based assessment to select people for jobs.
- We will continue to provide company-wide equality and unconscious bias training to ensure that our decisions in respect of recruitment, pay and career progression are fair and free from any bias.
- We are committed to fair and equal opportunity career progression as supported by the use of our departmental People Plans which are reviewed every six months.
- We will continue to assess our pay model to ensure fair, consistent and transparent reward practices.
- We have reviewed and will continue to review, on an annual basis, our policies in relation to working practices and pay, to ensure fair and consistent ways of working.

I, Elizabeth Harrison, Group Finance Director, confirm the data reported is accurate and the figures have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

*E C Harrison*

E C Harrison (Jan 7, 2025 18:40 GMT)

Elizabeth Harrison  
**Group Finance Director**

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