

Gender Pay Gap Report for Games Workshop

In accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, Games Workshop is required to carry out Gender Pay Gap reporting.

Games Workshop is the largest and most successful hobby miniatures company in the world. We are a vertically integrated company that designs, makes, distributes and sells fantastical miniature soldiers and associated models. We also design, make and sell books and accessories to facilitate the different hobby activities of collecting, building, painting and playing with our fantasy miniatures.

We believe in paying people fairly for the job that they do irrespective of gender and are therefore confident that our gender pay gap does not stem from paying men and women differently for the same or equivalent work.

What is the gender pay gap and how is it calculated?

If all company employees were lined up in a female line and a male line, in order of pay from highest to lowest, the **median** gender pay gap compares the pay of the female in the middle of their line and the pay of the middle man.

The **mean** gender pay gap shows the difference in the average hourly rate of pay between men and women in a company. This is different from 'equal pay', which is the difference in pay between men and women who carry out the same or similar jobs.

Different jobs pay differently and the number of men and women performing these jobs varies, therefore a gender pay gap exists.

Gender Pay Gap Result

The results show our overall mean and median gender pay gap based on hourly rates of pay as at the snapshot date (5th April 2017) for all UK based employees. It also captures the mean and median difference between bonuses paid to men and women in the year up to 5th April 2017.

Gender pay & bonus gap

We have a mean gender pay gap of 2.0% (average) and a median (middle) gender pay gap of -10.7%.

These numbers show a small gender pay gap on average between men and women. The median shows that the middle woman is paid a higher hourly rate than the middle man.

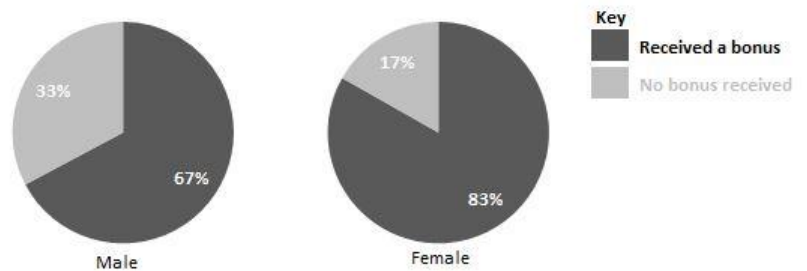
In relation to the gender bonus gap Games Workshop operates a profit share scheme that rewards all employees equally for their contribution to the company's successful performance. This is reflected in the median bonus gap being equal.

The mean bonus gap of 58.7% is a reflection of the performance related pay in the retail part of the business. This area has a majority of male employees which then shifts the mean bonus gap. The proportion of female employees receiving a bonus is greater than males due to a higher number of male casual employees. Casual employees are not entitled to the profit share.

Difference between male and female employees	Mean Average	Median Middle
Gender Pay Gap	2.0%	-10.7%

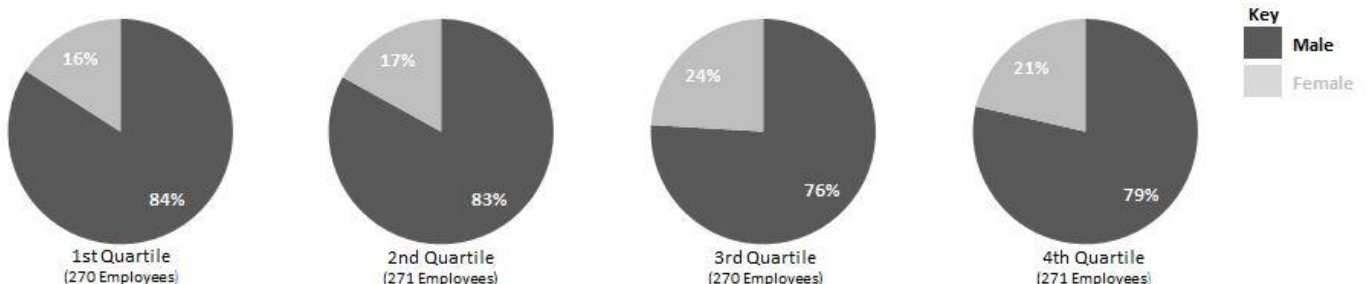
Gender Bonus Gap	58.7%	0.0%
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Proportion of employees receiving a bonus



Pay Quartiles

Proportion of males and females in each pay quartile



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

- Games Workshop will continue to employ the best people for the jobs that it has available at all levels, while ensuring that it continues to be an equal opportunities employer.
- Promote Games Workshop jobs as widely as possible so that people recognise us as a choice employer, which encourages and develops all employees to be their best and has a wide variety of roles relevant to all.
- All managers receive training to ensure our recruitment and hiring practices are free from bias.
- Making sure that every policy, procedure and piece of line manager guidance encourages inclusive ways of working and reinforces the unique Games Workshop culture that has already led to positive results in our gender pay gap.
- Review our pay and bonuses regularly to ensure they reward people appropriately and fairly for the work they do.
- Review our benefits to ensure that they are as inclusive as possible for all employees.

I, Rachel Tongue, 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.