



# GENDER PAY GAP REPORT

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As of 5 April 2017

# Travellers Tales (UK) Limited

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Travellers Tales (UK) Limited is committed to providing equal opportunities for all our employees and for all job applicants. We hire, train, promote and compensate employees without regard to gender (or other factors prohibited by applicable equality legislation).

### Equal Pay

Across Travellers Tales' business, our employees receive equal pay for equal work, regardless of gender.

### Understanding our Gender Pay Gap

Like many UK companies, we have a gender pay gap - our mean is 20.9% and our median is 21.8%. This reflects the greater number of men than women in senior management roles, as well as the related strong retention rate within the company's senior leadership. In addition, whilst our female/male employee ratio is broadly in line with industry norms, we recognise that female participation in the games industry as a whole is comparatively low. We are taking proactive steps, such as working directly with universities in relation to graduate roles, to increase our female population across all disciplines, including programming which has been traditionally male-dominated.

### Ongoing Efforts

As part of our ongoing efforts relating to equal opportunities, we have an active programme of development and leadership training. We are determined to continue to address areas in our business where women are under-represented and to identify any barriers to progression. We will monitor the different stages of our employee life cycle, from recruitment through development, promotion and annual pay reviews, to help us identify relevant actions throughout the company to reduce our gender pay gap.

We are supportive of part-time and flexible working arrangements for all employees, regardless of gender; and we offer great flexibility in daily hours around a core-hours requirement for all development staff. We are also reviewing our shared parental leave package.

I can confirm on behalf of Travellers Tales (UK) Limited that the information provided is accurate.

Tom Stone, Statutory Director of Travellers Tales (UK) Limited

The gender pay gap is different from the concept of equal pay. 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. Equal pay refers to any pay differences between men and women who carry out the same jobs, similar jobs or work of equal value.

### Gender pay gap based on hourly pay for male and female employees

Median	21.8%
Mean	20.9%

### Gender pay gap based on bonus for male and female employees

Median	9.5%
Mean	17.1%

### Proportion (%) of male and female employees who received a bonus

Males	72%
Females	58%

### Proportion (%) of male and female employees in each quartile pay band

QUARTILE PAY BAND	MALES in quartile (%)	FEMALES in quartile (%)
4th Quartile (Upper)	95%	5%
3rd Quartile (Upper middle)	94%	6%
2nd Quartile (Lower middle)	81%	19%
1st Quartile (Lower)	86%	14%

Note that, on 5 April 2017, Travellers Tales (UK) Limited employed 495 male employees and 62 female employees and this has had an impact on these quartile figures.