



**WARNER BROS.
DISCOVERY**

UK Gender Pay Gap Report

2023-2024



Contents

- 3.** A Message From Asif Sadiq, MBE
- 4.** Our 5 Guiding Principles: Champion Inclusion
- 5.** Our Approach to Inclusion
- 6.** WBD UK Initiatives: Championing Inclusion
- 7.** Looking Ahead: Our Inclusion Aspirations
- 8.** Understanding the Data
- 9.** Cable News International
- 10.** Rocksteady Studios
- 11.** TT Games Studios
- 12.** Turner Broadcasting System Europe
- 13.** Warner Bros. Studios Leavesden
- 14.** Warner Bros. Entertainment UK
- 15.** Discovery Corporate Services Limited

A message from Asif Sadiq, MBE



The 2024 Gender Pay Gap marks the third year we are reporting on entities in the UK as Warner Bros. Discovery. Since merging WarnerMedia and Discovery in 2022, we have continued to evolve as a media company, leading in areas of innovation and responding to the needs of the entertainment sector. This has been underpinned by our commitment to create an inclusive and supportive workforce where teams and individuals can thrive.

At Warner Bros. Discovery, we believe in authentic, meaningful connection – to each other, to culture and to our audiences. That’s why we empower fearless storytellers who bring our world into focus – and create cultural touchstones with the power to draw us together.

We’re building a more inclusive home for world-class talent of all backgrounds—and clearing new paths to grow within and across our brands. This approach allows us to better serve our audiences through our expansive portfolio – spanning TV to film, streaming to games, news to sport and live experiences to home entertainment – with new, fresh, challenging, and relatable ideas that are reflective of the communities we entertain.

We’re shaped by our five Guiding Principles; *Champion Inclusion* is the pillar that

encompasses the work we deliver to intentionally seek out diversity, remove barriers, and create space for all to share ideas and be heard. In this Gender Pay Gap report, we are sharing data on seven entities that form part of Warner Bros. Discovery in the UK and are pleased to see that overall, the mean hourly and bonus pay gaps have closed versus the previous year. The number of women employed across our reporting entities has remained consistent, with work ongoing to increase the number of women in the upper middle and upper pay quartiles. Despite the challenges we as a business and sector have faced, we are proud of our Inclusion work to date but acknowledge that our journey is ongoing.

We have embedded programmes, launched policies and built partnerships that look to invest in the development of employees throughout their careers at Warner Bros. Discovery. For example; *emerge* is our international sponsorship programme that aims to upskill women, non-binary employees and those who identify as women in the UK, through senior-level sponsorship for career development; we have launched new UK Business Resource Groups (BRGs) *DiverseAbilities* and *Village* who advocate for positive representation and inclusion of people with visible and nonapparent disabilities and/or neurodiversity within our workplace and support

careers and parents; whilst also continuing to offer programmes in the UK such as *Leaders Impact the Future of Talent* (LIFT), mentoring for mid-level CNN and TNT Sports employees who identify as women and/or as people of colour.

Outside of our immediate workforce, Warner Bros. Discovery Access UK delivers best-in-class talent development programmes, mentorship, placement opportunities and industry exposure, working as a powerful conduit that connects talent and brings different perspectives, backgrounds and experiences to our content and brands. For example, in the UK, we launched two new programmes in 2024 that focus on increasing the representation of women in sport production via *Reframe the Game* and directing scripted content with *Warner Bros. Discovery Access x Waterloo Road Directors Program*.

Our ambition is to foster an inclusive culture across the whole Warner Bros. Discovery ecosystem, creating an organisation that continues to tell the best stories and works to attract, maintain and reward the best talent.

Asif Sadiq
Chief Inclusion Officer

Our 5 Guiding Principles: Champion Inclusion

**1 Act as
One Team**

**Dream It
& Own It**

**Champion
Inclusion**

**Create
What's
Next**

**Empower
Storytelling**

**At Warner Bros.
Discovery, we not only
strive to create the
world's greatest
content, but also the
world's greatest team.**

- 01.** Amplify the voices of global storytellers to reflect audiences around the world.
- 02.** Intentionally seek out diversity, remove barriers, and create space for all to share ideas and be heard.
- 03.** Actively listen and lead with empathy, integrity, and transparency.

A photograph of two women sitting outdoors in a natural setting. They are both wearing white, long-sleeved dresses with lace details. The woman on the right is also wearing a large, wide-brimmed hat with a decorative band. They are both smiling and looking towards the camera. The background consists of trees and foliage, suggesting a park or a natural area. The image is overlaid with a semi-transparent purple gradient on the left side where the text is located.

Our approach to Inclusion

Warner Bros. Discovery seeks to **amplify the voices of global storytellers** to reflect audiences around the world. We strive to promote diversity, remove barriers, and **create space for all** to share ideas and be heard.

For over **100 years we have been creating stories** that inspire, educate and entertain audiences **of all ages, backgrounds and experiences**. To authentically connect with viewers around the world, it is imperative to our company's success that we understand and reflect the depth of their perspectives – at every level of our company, in front of and behind the camera, on and off the screen.

WBD UK Initiatives: Championing Inclusion

1 Be Counted

Be Counted provides the opportunity for WBD employees to voluntarily express various aspects of their identity. This employee information will benefit several areas of the business.

2 Business & Creative Councils

The Global Business Council and Creative Diversity Council bring together leaders from across the organisation to drive inclusion across our business and content.

3 emerge

WBD's EMEA sponsorship programme aimed at upskilling women, non-binary employees and those who identify as a woman in the UK through mentorship that fosters career development and progression.

4 Business Resource Groups

UK BRGs play an important role in fostering community and belonging at WBD. We'll continue partnering with WOW (Women of WBD) and other groups to celebrate culture and share experiences.

5 The WonderWorks

Warner Bros. Studios Leavesden has partnered with The WonderWorks to provide an onsite childcare facility that is dedicated to families who work in front of, and behind the camera, bringing flexibility and support to families working in the industry.



6 LIFT

Through **Leaders Impact the Future of Talent** mentoring is offered to mid-level CNN and TNT Sports employees in the UK who identify as women and/or as people of colour. Mentees receive professional development and blended mentoring and exposure experience alongside a mentor from either News or Sports.



7 Women & Non-Binary Development Programme

Warner Bros. Games Women and Non-Binary Development Programme in the UK focuses on building leadership skills, business acumen, networking and visibility, whilst a partnership with Talking Talent offers coaching for parental and other long-term leaves.



8 Pipeline Programmes

Through best-in-class talent development programs, mentorship, placement opportunities and industry exposure, WBD Access UK serves as a powerful conduit connecting talent and bringing different perspectives, backgrounds, and experiences to our content and brands.



Looking Ahead: Our Inclusion Aspirations

1

Creating long-term sustainable change

2

Equipping everyone to Champion Inclusion

3

Establishing quality sustainable inclusion efforts

4

Creating shared ownership of inclusion

5

Championing Inclusion in partnership by integrating across our businesses

Understanding the Data

1 Pay Gap vs Equal Pay

There is often confusion about the difference between the **gender pay gap and equal pay**, but they are not the same thing: The gender pay gap looks at the difference between the average and mean pay of all men and all women across the whole business, regardless of job type or seniority. Equal pay looks at the pay difference between a man and woman performing the same role.

2 The Calculations

When calculating our gender pay gap, we are legally required to do more than just add up the basic salaries and provide two different measures. **The calculations** include basic pay, bonus pay and allowances.

3 Median Pay Gap

For the **median pay gap**, if we lined up all our men and women in two rows, from the lowest to the highest paid, the median shows the difference in pay between the middle-man and middle-woman.

4 Mean Pay Gap

The **mean pay gap** shows the difference between the average pay of all men and all women. We also provide the median and mean measures for the bonus gap, as well as showing the percentage of men and women who received a bonus.

5 Pay Quartiles

The regulations also require us to report the percentage of men and women in each **pay quartile**. These are not the same as level within the organisation. To calculate pay quartiles, we list all the hourly pay data for all employees from lowest to highest and then divide them into four equal quarters (“quartiles”) before calculating the percentage of men and women in each one.

Cable News International Limited



DECLARATION

I can confirm, on behalf of **CABLE NEWS INTERNATIONAL LIMITED**, that the information provided in this report is accurate.

Matt Wells
VP News, EMEA, CNNI
Cable News International Ltd



■ Women ■ Men

Employee composition



Proportion (%) **women** and **men** in each **Quartile** pay band

Upper Quartile



Upper middle Quartile



Lower middle Quartile



Lower Quartile



Gender pay gap based on **hourly** pay

Mean **1.0%** Median **20.3%**

Proportion (%) **women** and **men** who received a bonus



Gender pay gap based on **bonus** pay

Mean **18.1%** Median **58.2%**

Rocksteady Studios Limited



■ Women
 ■ Men

Employee composition



Proportion (%) **women** and **men** in each **Quartile** pay band

Upper Quartile



Upper middle Quartile



Lower middle Quartile



Lower Quartile



Gender pay gap based on **hourly** pay

Mean
27.1%

Median
32.6%

Proportion (%) **women** and **men** who received a bonus



Gender pay gap based on **bonus** pay

Mean
52.8%

Median
55.7%

DECLARATION

I can confirm, on behalf of **ROCKSTEADY STUDIOS LTD** that the information provided in this report is accurate.

Nathan Burlow
 Studio Director
 Rocksteady Studios Ltd.



TT Games Studios Limited



DECLARATION

I can confirm, on behalf of **TT GAMES STUDIOS LIMITED**, that the information provided in this report is accurate.

Michael Denny
Vice President, Studio Head
TT Games Studios Limited



■ Women ■ Men

Employee composition



Proportion (%) **women** and **men** in each **Quartile** pay band

Upper Quartile



Upper middle Quartile



Lower middle Quartile



Lower Quartile



Gender pay gap based on **hourly** pay

Mean
17.1%

Median
14.0%

Proportion (%) **women** and **men** who received a bonus



Gender pay gap based on **bonus** pay

Mean
33.0%

Median
15.1%

Turner Broadcasting System Europe Limited



DECLARATION

I can confirm, on behalf of **TURNER BROADCASTING SYSTEM EUROPE LIMITED**, that the information provided in this report is accurate.

Robert James Friend
CFO EMEA
Turner Broadcasting System Europe Limited



■ Women ■ Men

Employee composition



Proportion (%) **women** and **men** in each **Quartile** pay band

Upper Quartile



Upper middle Quartile



Lower middle Quartile



Lower Quartile



Gender pay gap based on **hourly** pay

Mean
19.5%

Median
21.8%

Proportion (%) **women** and **men** who received a bonus



Gender pay gap based on **bonus** pay

Mean
19.1%

Median
33.8%

Warner Bros. Studios Leavesden



DECLARATION

I can confirm, on behalf of **WARNER BROS. STUDIOS LEAVESDEN** that the information provided in this report is accurate.

David Bisoni
SVP, Business Affairs and International Development
Warner Bros. Studios Leavesden



■ Women ■ Men

Employee composition



Proportion (%) **women** and **men** in each **Quartile** pay band

Upper Quartile



Upper middle Quartile



Lower middle Quartile



Lower Quartile



Gender pay gap based on **hourly** pay

Mean
22.9%

Median
1.3%

Proportion (%) **women** and **men** who received a bonus



Gender pay gap based on **bonus** pay

Mean
20.6%

Median
0.0%

Warner Bros. Entertainment UK



DECLARATION

I can confirm, on behalf of **WARNER BROS. ENTERTAINMENT UK**, that the information provided in this report is accurate.

Robert James Friend
CFO EMEA
Warner Bros. Entertainment UK

■ Women ■ Men

Employee composition



Proportion (%) **women** and **men** in each **Quartile** pay band

Upper Quartile



Upper middle Quartile



Lower middle Quartile



Lower Quartile



Gender pay gap based on **hourly** pay

Mean
21.0%

Median
21.7%

Proportion (%) **women** and **men** who received a bonus



Gender pay gap based on **bonus** pay

Mean
21.9%

Median
44.1%

Discovery Corporate Services Limited

■ Women ■ Men

Employee composition



Proportion (%) **women** and **men** in each **Quartile** pay band

Upper Quartile



Upper middle Quartile



Lower middle Quartile



Lower Quartile



DECLARATION

I can confirm, on behalf of **DISCOVERY CORPORATE SERVICES LIMITED**, that the information provided in this report is accurate.

Andrew Georgiou
President & Managing Director for Warner Bros.
Discovery UK & Ireland and
Warner Bros. Discovery Sports Europe

Gender pay gap based on **hourly** pay

Mean

1.6%

Median

-2.5%

Proportion (%) **women** and **men** who received a bonus

91.7%

92.9%

Gender pay gap based on **bonus** pay

Mean

6.6%

Median

-2.7%



UK Gender Pay Gap Report

2023-2024

For more information visit:

▶ <https://www.wbd.com/inclusion>

📷 @wbd

✂ @wbd