

Gender Pay Gap Report

04 YEAR ENDING
APRIL

2023



Gender Pay Gap Report

Gender Pay Gap Reporting is a requirement for UK organisations with 250 or more employees to publish information comparing men and women's average pay across the business.

The published data looks at a number of data points:

- The percentage of males and females in the business across 4 pay groups
- The mean and medium gender gap in hourly pay between males and females
- The proportion of males and females receiving a bonus payment
- The mean and medium gender gap in hourly pay between males and females

This is different to equal pay, which is focused on ensuring males and females receive fair and equal pay when performing the same or similar work.

As a studio, we're confident we have equal pay across our roles – we conduct bi-annual salary reviews to assess individuals who have increased their skill level/responsibility or changed roles, etc. and we use this as an opportunity to take a purposeful look at our salaries across similar roles/levels to ensure they're aligned from an equal pay perspective.

Declaration

I confirm that the figures and content in this report are accurate to the best of my knowledge.



Robert Henrysson

CEO

Supermassive Games Ltd.

Our Report

Last year was our first gender pay gap report so we will be comparing this year's data against what we collated last year.

Overall, we have seen a slight decrease in the pay gap for Upper and Upper Middle roles since last year and we feel this is down to an increased focus on staff and career development.

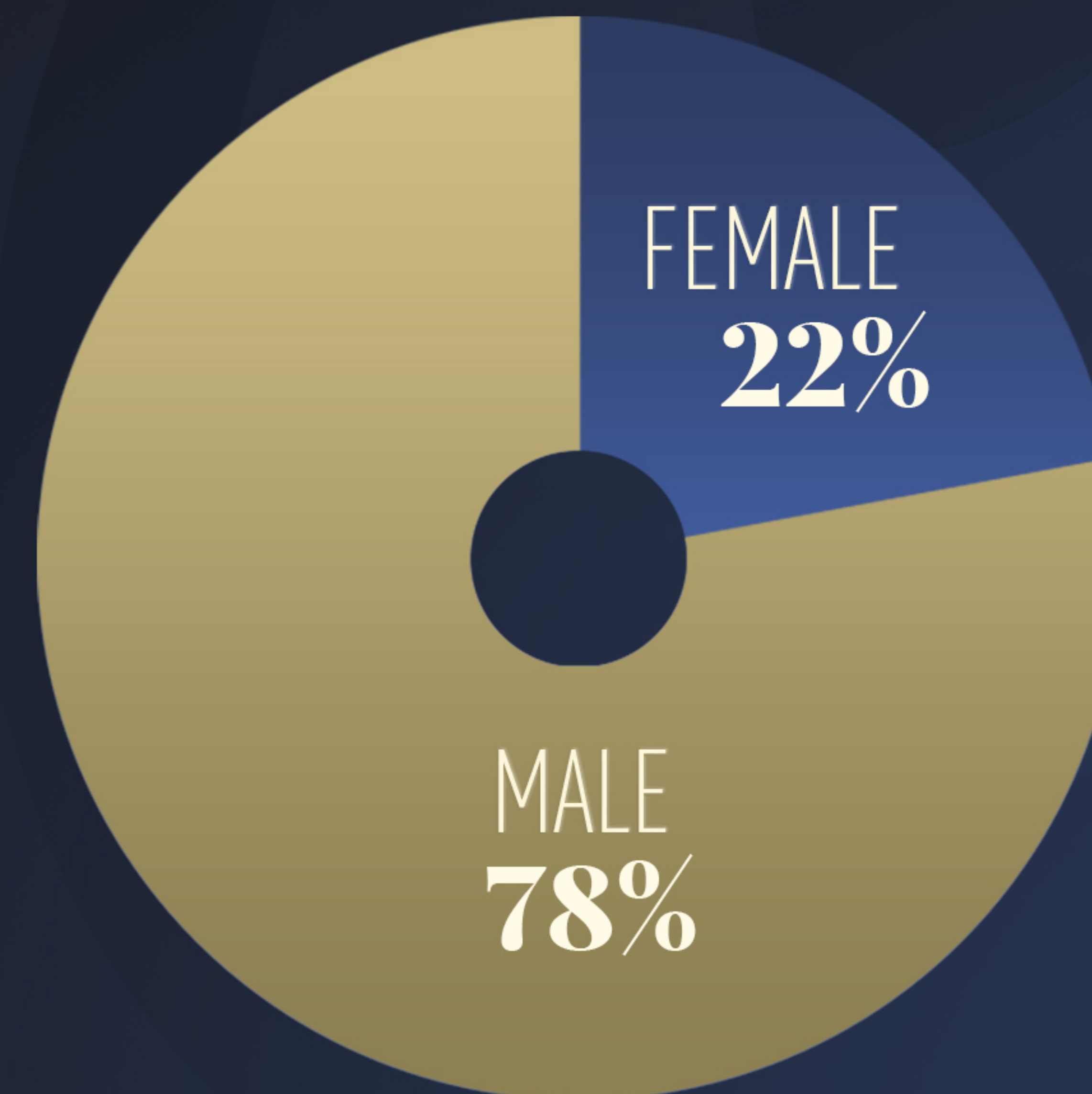
All data reported below is based on our "snapshot date" of 5 April 2023, which includes our April 2023 payroll data.

Gender Split

Our overall headcount in April 2023 was 369 which has increased by 98 employees since April 2022.

Of this, 0.5% identified as non-binary so for the purposes of this report, in line with the gender pay gap reporting guidelines, these individuals were not included in the data.

Our gender split however, does remain the same as last year being 78% male and 22% female.



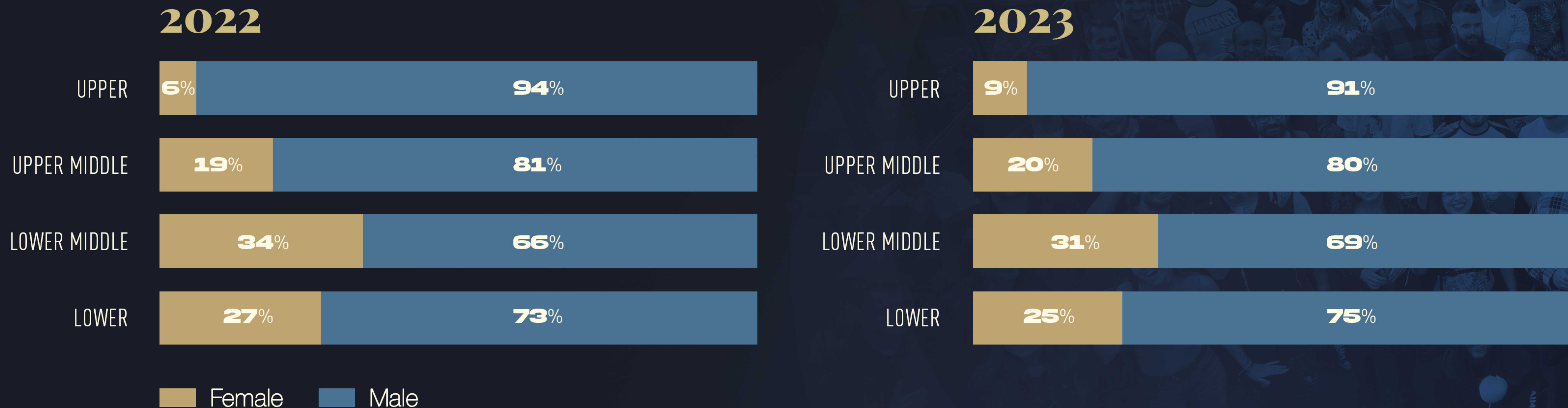
In 2022 we went through a period of growth and hired a total of 159 people (25% female, 74% male, 1% non-binary). This slowed down slightly during 2023, where we hired a total of 64 people (19% female, 80% male, 1% non-binary).

Hourly Pay Gaps

Our 2022 pay quartiles (shown below) highlight that females are underrepresented in our more senior level roles:

Percentage of Men and Women

(By hourly pay quarter)



The pay quartiles are calculated by sorting all employees from lowest to highest pay and then splitting this equally into 4 groups. From there, the percentage of males and females in each group can be calculated.

With our ongoing career and development efforts, there has been a slight increase in percentage of females within the upper and upper middle quartile in 2023 in comparison to last year. This has unfortunately slightly decreased in the lower middle and lower quartiles in 2023.

Mean & Median Gender Pay Gap

Overall, in 2023, both the mean and median gender pay gap has narrowed:

	2022	2023
MEAN GENDER PAY GAP	27%	21%
MEDIAN GENDER PAY GAP	32%	14%

How is it Measured?

$$\text{Mean} = \frac{X}{Y}$$

The mean (average) pay gap is calculated by taking the total pay received and then dividing it by the number of people receiving it in the group. Once this is done for both males and females, you then work out the difference between the two to calculate the "gap".

Median



To calculate the median pay gap, you list out all employees and take the middle of this list as a measure of average pay. As above, this is done for both males and females and then a gap can be calculated based on the difference.

Bonus Pay Gaps

The reporting for the bonus pay gap focuses on bonuses paid in the 12 months prior to the snapshot date, so in our case this relates to the 12-month period ending on the 5th April 2023.

During 2021, we introduced a quarterly profit-related bonus scheme, which all employees are included in once they've passed a probationary period (except for self-employed individuals and the executive team).

The proportion of males and females receiving a bonus during this period was:

	2022	2023
MALES	74%	86%
FEMALES	67%	81%

The bonus payments under this new scheme are calculated based on a number of factors to ensure fair distribution of payment, including current salary and length of service.

Although the percentage difference has narrowed in 2023, compared to 2022, the remaining gap still reflects where we had had new starters, many of whom were still within their probationary period and therefore not eligible for these payments.

Mean & Median Gender Bonus Gap

There has been an increase in both bonus pay gaps from 2023 in comparison to 2022. This data reflects a total of 4 bonus payments paid in 2023 however, as we introduced the quarterly profit-related bonus scheme during 2021, there were only 2 bonus payments in 2022.

As the largest proportion of our females are in the lower two pay quartiles, this has resulted in a mean and median bonus gap as follows:

	2022	2023
MEAN BONUS PAY GAP	44%	37%
MEDIAN BONUS PAY GAP	30%	20%

There has been an improvement in our mean and median gender pay gap since last year, which is great. As we continue our efforts to increase the number of women we have in our senior level roles, we would expect this gap to continue to close significantly, however due to the length of service factor in our bonus calculations, this is likely to remain a gap for us to some extent.

Our Action Plan

We retain an ever-present focus on equity and equality across all areas. Our data within this report has highlighted that, despite some improvements in senior level positions, we need to continue our efforts in significantly increasing the overall percentage of women in the business.

Our focus will continue to be:

Education

As part of our CSR goals, we have increased our involvement and commitment to educational institutions, both in the local area and those who are industry focused across the country. For example, we have partnered with ACM in Guildford and UCA in Farnham to provide support and guidance on courses. This will provide a crucial opportunity for reaching those at the earliest stage of their career, helping to support and encourage a wider representation of individuals coming into the industry.

Collaborations

Alongside our existing partnerships with Out Making Games and Safe In Our World, we'll be focusing on widening our reach and collaborating with more industry partners such as Women in Games, Limit Break and more, to help benefit from their support, guidance and networks to improve representation for women in the games industry, in addition to within Supermassive Games.

Learning & Development

Development and training for all staff is a core focus for the studio. We're working on a new development programme and performance management system to provide individuals with clearer and more transparent career paths, to aid with promotions and progression. This will include a new appraisal tool that will enable personal career guidance and support as well as future new processes.

We're also planning to introduce enhanced training for all staff and managers focusing on areas such as unconscious bias, equality and diversity, mental health awareness, in addition to general management and leadership skills.

Thank You For Reading

