



WARNER BROS.
STUDIOS LEAVESDEN

WARNER BROS. STUDIOS LEAVESDEN LIMITED'S
GENDER PAY GAP REPORT AS OF 5 APRIL 2018



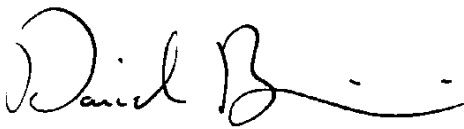
INTRODUCTION

Warner Bros. Studios Leavesden Limited (WBSL) is committed to providing equal opportunities for all our employees and for all job applicants. We recruit, train, promote and compensate employees without regard to gender (or other factors prohibited by applicable equality legislation).

We continue to focus on improving diversity across our company and actively advancing female talent at every level. Since our 2017 gender pay gap report was published, we have:

- **Continued to roll out unconscious bias training.**
- **Encouraged our female employees to attend engagement and training days focussed on their career development and progression.**
- **Participated in Women of Warner, an employee-led Business Resource Group, which is designed for women at all levels to network and share challenges and successes. There are plans for more initiatives at Leavesden to support the Group.**
- **Celebrated International Women's Day 2018 by hosting an event promoting women in the film industry. Presentations were given by female industry leaders and emerging talent.**
- **Celebrated International Women's Day 2019 by hosting an event for employees and production clients, exploring the theme of gender balance in film and television.**

I can confirm on behalf of Warner Bros. Studios Leavesden Limited that the information provided is accurate.



David Bisoni, Statutory Director of Warner Bros. Studios Leavesden Limited

WHAT IS THE GENDER PAY GAP?

The gender pay gap is different from the concept of equal pay.

Equal pay refers to any pay differences between men and women who carry out the same jobs, similar jobs or work of equal value. Across WBSL's business, our employees receive equal pay for equal work, regardless of gender.

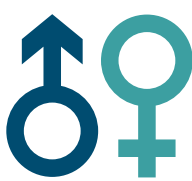
The gender pay gap is not job-specific, but rather illustrates the differences in average pay (both median and mean) between women and men in an organisation. A gender pay gap does not mean that there is an equal pay issue.

Like many UK Companies, WBSL has a gender pay gap. WBSL's gender pay gap figures – as of 5 April 2018 – both median and mean, and across four pay band quartiles, are detailed below.

Although not all our employees are paid on an hourly basis, the Government requires us to calculate an hourly rate of pay for each employee and to use these hourly rates for the purposes of the gender pay gap calculations, to ensure consistency.

GENDER PAY GAP BASED ON HOURLY PAY FOR MALE AND FEMALE EMPLOYEES

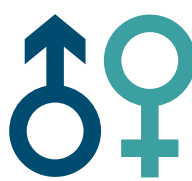
MEDIAN



8.2%

To calculate the median gender pay gap, male employees are put in one list, in order of hourly pay, top to bottom, and the same is done for females. The median gender pay gap is the percentage difference between the hourly pay of the male in the middle of the male list and the hourly pay of the female in the middle of the female list. The median bonus gender pay gap is calculated in the same way.

MEAN

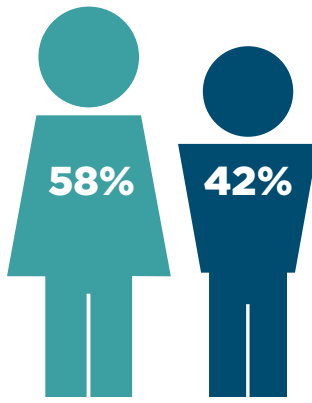


16.7%

The mean gender pay gap shows the percentage difference between the average hourly rate of pay of men in the company, as compared to the average hourly rate of pay of women in the company. The same principle applies for the mean bonus gender pay gap. The average hourly rate of pay/bonus for men is calculated by adding up all of the hourly rates/bonuses for men and dividing this figure by the total number of men. The same type of calculation is then done for women.

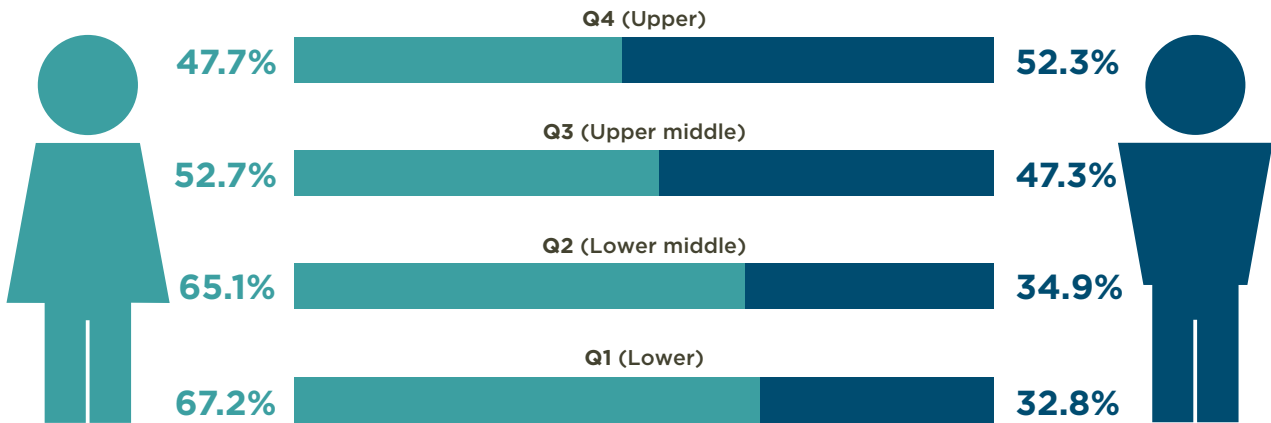
TOTAL NUMBER OF FEMALE EMPLOYEES
299

TOTAL NUMBER OF MALE EMPLOYEES
215

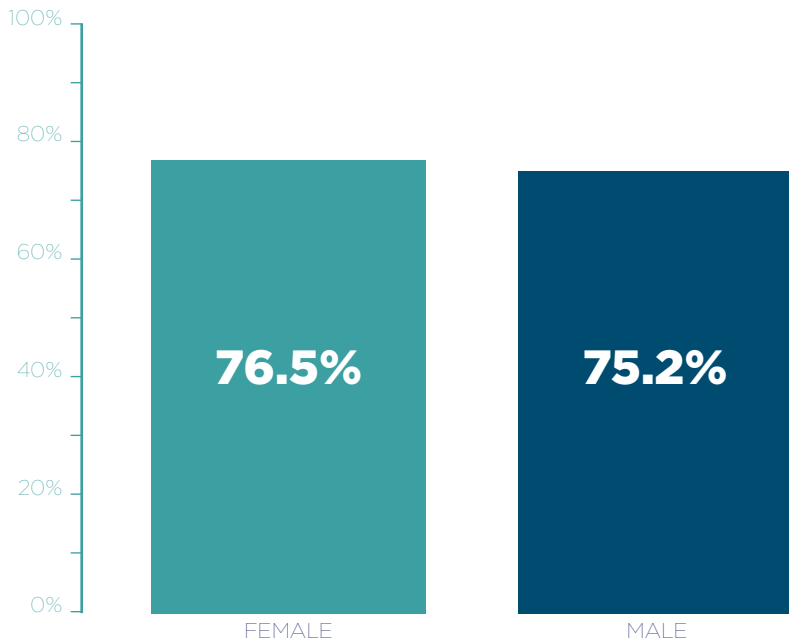


ON 5 APRIL 2018, 58% OF WBSL EMPLOYEES WERE FEMALE

PROPORTION (%) OF MALE AND FEMALE EMPLOYEES IN EACH QUARTILE PAY BAND



PROPORTION (%) OF MALE AND FEMALE EMPLOYEES WHO RECEIVED A BONUS



GENDER PAY GAP BASED ON BONUS FOR MALE AND FEMALE EMPLOYEES

**0%
MEDIAN**

**61.6%
MEAN**

LOOKING TO THE FUTURE

WBSL aims to create an environment where all employees can flourish. We continue to invest in training and development initiatives to help employees fulfil their potential. We remain supportive of part-time and flexible working arrangements for all employees, regardless of gender. We are also investing in future talent and currently have 17 paid apprenticeships, of which 12 are women.



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