



GENDER PAY REPORT

2024

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WHY DOES INDUSTRIAL LIGHT & MAGIC (ILM) HAVE TO REPORT GENDER PAY GAP?

This is the eighth year of gender pay gap reporting in the UK – a requirement for all legal entities with over 250 employees, for the period of May 2023 to April 2024.

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WHAT IS A GENDER PAY GAP?

The gender pay gap is the difference between the hourly rate of pay of male employees and female employees, expressed as a percentage of the hourly pay rate of the male employees. The gender pay gap is reported on both a mean (average) and median (mid-point on a distribution) basis.

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IS IT THE SAME AS EQUAL PAY?

No, equal pay compares the salaries of men and women doing the same or equivalent work. This is one of the primary measurements that ILM uses to ensure a fair and equitable workplace. A gender pay gap does not mean that women make less than their male counterparts doing the same job.

The visual effects industry continues to be predominantly male. However, ILM continues to take a holistic approach to ensuring gender equality in our workforce. We compensate and promote employees based on their roles, skills, experience and performance whilst endeavoring to ensure everyone has an equal opportunity to develop and grow. Ongoing, current and future initiatives include:

- Embracing a 'promote for potential' culture. Ensuring that all vacancies are advertised internally. Encouraging and supporting female candidates to take next career steps
- A number of high quality training programmes, targeted at under-represented groups, designed to build confidence
- A mentorship programme for high-potential employees
- A belonging employee resource group (BERG) giving female employees and their allies a forum for collaboration and collective representation
- An affinity group for Working Parents. Recognising the impact that child rearing can have on women's career development, this group creates a supportive community whilst also giving a voice to our working parents
- ILM continues to be a corporate sponsor of Animated Women UK (AWUK) giving all female employees free access to support and learning resources and industry-wide activities and networking opportunities
- Ensuring job advertisements and job descriptions support fair and equitable hiring practices with the use of gender neutral language
- High quality training for all employees at onboarding and refreshed regularly
- An emphasis on improved work-life balance for all
- A listening project that enables every woman in the organisation an opportunity to share concerns and ideas to help us better understand the blockers, at all levels of the organisation, to female advancement

Looking to our pipeline of future talent, ILM continues to engage in a broad range of outreach programmes to improve awareness of careers in VFX to young women, to inspire and signpost career paths. We ensure our outreach and work experience programmes are diverse and ensure that our educational partners demonstrate a strong commitment to gender diversity.

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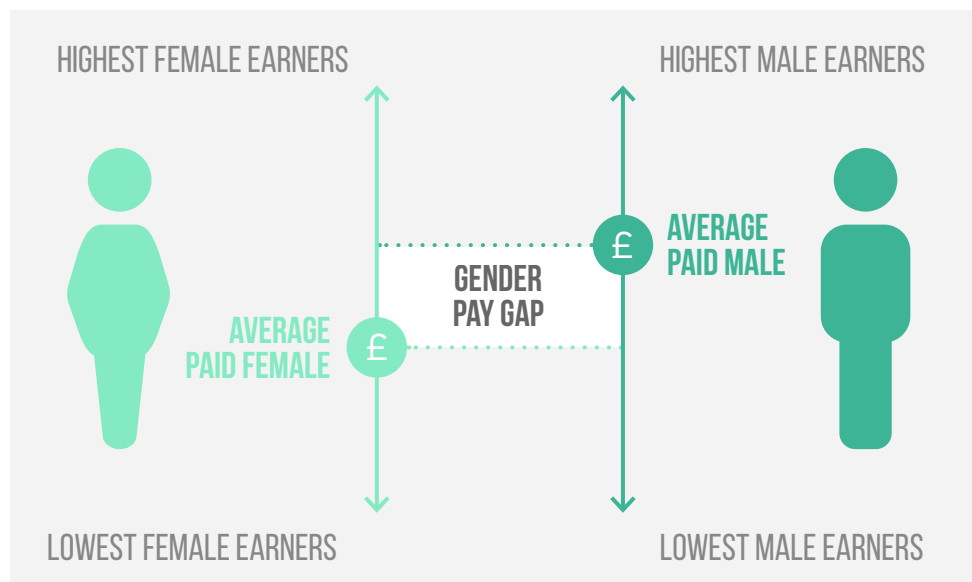
WHAT ARE MEAN AND MEDIAN PAY GAPS?

The mean (average) is calculated by adding together all values and dividing by the number of values.

MEAN PAY GAP

The mean is the overall average of the whole sample and can thus be subject to the influences of any extremely high or low salaries at the top or bottom of the sample. In other words, the mean is much more subject to skewing by a small number of outliers.

For example, a 25% mean pay gap means that the average pay of men is 25% more than women.

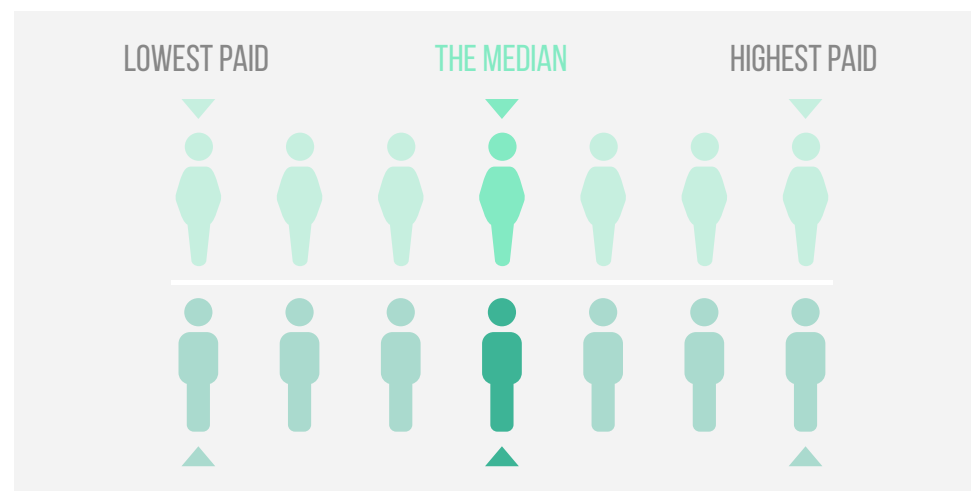


The median is the middle value in a list sorted from lowest to highest.

MEDIAN PAY GAP

The median is a statistic commonly used in analysing both internal pay tendency and external market norm, because it looks at the central tendency of the market or sample, showing the middle-most salary of a sample. Calculating the median involves taking all salaries in a sample, lining them up in order from lowest to highest, and picking the middle-most salary.

For example, a 28% median pay gap reflects that the average pay of women by this measurement is 28% less than men. Because the median measurement is less impacted by the highest and lowest outliers, it is closest to the experience of the typical man and the typical woman in a workforce.



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GENDER PAY GAP

The gender pay gap figures outlined below show the percentage difference between the average pay for men collectively and the average pay for women collectively across the entire organisation, irrespective of roles. The mean and median gap figures are based on hourly rates of pay for all UK employees.

BONUS PAY GAP

The bonus gap figures outlined below show the percentage difference between the average bonus pay for men collectively and the average bonus pay for women collectively across the entire organisation, irrespective of roles. The figures also reveal the percentage of male and female UK employees receiving bonus pay in the reporting time period.



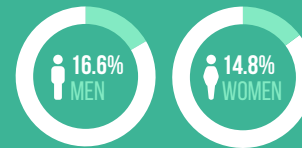
682
TOTAL UK EMPLOYEES
34% female workforce

PAY GAP

21.6%
MEAN

22.1%
MEDIAN

% OF EMPLOYEES RECEIVING A BONUS



BONUS GAP

31.9%
MEAN

75.1%
MEDIAN

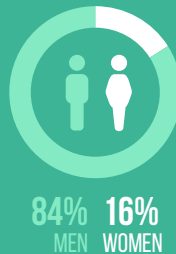
GENDER POPULATION WITHIN QUARTILES

This shows how many men and women are in each quartile of the payroll based on hourly rates.

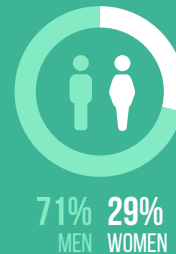


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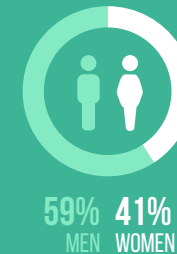
TOP QUARTILE



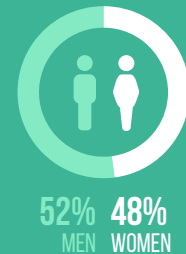
UPPER MIDDLE QUARTILE



LOWER MIDDLE QUARTILE



LOWER QUARTILE





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