

Games Workshop Group PLC

GENDER PAY GAP REPORT
2019

How is gender pay calculated?

1. MEAN PAY GAP

Mean pay gap is the difference between the average hourly rate of men and women. This is different from 'equal pay' which is the difference in pay between men and women who carry out the same, or similar jobs.

2. MEDIAN PAY GAP

The median pay gap is the difference in pay between the median hourly rate of men and women when lined up from lowest to highest paid.

3. PAY QUARTILES

Quartiles are calculated by sorting all employees across the business from lowest to highest hourly rate and dividing the list into four equal sized groups. The percentage of males and females in each quartile is then calculated.

4. BONUS PAY GAP

The mean and median bonus gap are calculated in the same way as the pay gap, however it is based on the actual bonus paid in the year up to 5th April 2019.

5. SNAPSHOT DATE

The calculations are based on the snapshot date of 5 April 2019; the mean and median hourly rates of pay on the snapshot date and the bonus paid in the year up to the snapshot date.

Gender pay gap summary

Pay Gap

We are pleased to report an improvement in our mean pay gap figures for 2019 as we have:

- Increased our overall headcount and number of women we employ therefore reducing the number of women in the lower quartiles.
- Retained the majority of our highest paid women at Games Workshop and increased pay for a number of senior positions held by women. The percentage of women in the upper quartile has therefore remained the same despite the increase in headcount.

We were also ranked in the 2019 Hampton-Alexander Review 'FTSE Women Leaders', as a top 10 best performer as 50% of our board members are women. The Review captures leadership roles across Britain's largest listed companies.

The headquarters of Games Workshop predominantly operate in the manufacturing industry where a small proportion of jobs in the UK are held by women. As a result, although we have increased our headcount, the demographic split of men and women has remained the same.

Bonus Pay Gap

Our bonus pay gap figures have also improved this year. A higher number of men and women received a bonus in 2019 than 2018 due to the increase in headcount and more employees met the eligibility criteria; the date by which you must be employed to receive profit share. We also paid out significantly more in bonus payments in 2019 versus 2018. We are pleased to report a median bonus pay gap of 0% due to the Games Workshop profit share scheme that rewards all employees equally for their contribution to Games Workshop's performance.

OVERALL GENDER DEMOGRAPHIC					GENDER PAY GAP			
Women:		Men:			MEAN PAY GAP	MEDIAN PAY GAP		
23%		77%			6.2%	-1%		
					in favour of men	in favour of women		
					7.7% in 2018	2.1% in 2018		

PAY QUARTILES					GENDER BONUS PAY GAP			
	Lower	Lower Middle	Upper Middle	Upper			MEAN BONUS PAY GAP	MEDIAN BONUS PAY GAP
Women:					92%	94%	13%	0%
2019	22%	20%	24%	19%	Women received a bonus	Men Received a bonus		
2018	24%	21%	25%	19%			in favour of men	
Men:					89% in 2018	92% in 2018	38% in 2018	0% in 2018
2019	78%	80%	76%	81%				
2018	76%	79%	75%	81%				

The 2018 Gender Pay Gap figures shown in this report are a restatement of our data published in April 2018

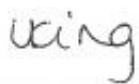
What is Games Workshop doing to address its gender pay gap?

At Games Workshop, we value our people and understand the benefit a wide range of perspectives and backgrounds can bring. While we are pleased our Gender Pay Gap figures have improved this year, we understand we must continue our commitment to equality in the workplace.

We are continuing to invest in our people plan for 2020/2021 in the following ways:

- We invested in new roles within our people team in recruitment, reward, communications and wellbeing to better support our people plan.
- We continue to employ the best people for the jobs that we have available while ensuring that we continue to be an equal opportunities employer. We are putting together a strong recruitment strategy that will promote our jobs as widely as possible, encourage internal promotion and use competency based selection methods.
- We are reviewing our pay and reward strategy to ensure fair, consistent and transparent reward practices.
- We launched our first people survey to provide an opportunity for employees to give feedback and enable us to respond to the areas that matter to them the most.
- We are reviewing our policies and how they impact our people, including our approach to flexible working.
- We introduced a wellbeing strategy focussed on supporting the emotional, physical and financial wellbeing of our people.

I, Vicki King, Head of People, confirm the data reported is accurate and the figures have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



Head of People