



CREATIVE ASSEMBLY STATUTORY GENDER PAY REPORT

3 APRIL 2018

Creative Assembly actively promotes the benefits of a diverse team. We look for the greatest talent out there and are committed to treating everyone equally regardless of age, disability, gender, race, religion or belief, sex and sexual orientation or any other personal characteristic.

We are committed to the fair treatment and reward of all staff irrespective of gender. We aim to nurture a diverse games development community within the studio as part of our focused Career Development Pathways but also within the wider industry, through our education work as part of the Legacy Project. We have a mean gender pay gap of 20.3%. We are confident there isn't a pay issue – there is equal treatment for work of equal or similar value. However, we recognise that we need to support more women into the industry, especially into more senior roles. Currently 17% of the Creative Assembly workforce is female.

The games industry still has a very male dominated environment and there is a disproportionate representation of men due to the technical and engineering skills required and the lower proportions of female students in STEM (science, technology, engineering and math) subjects leading into those careers. In fact, only 8% of the UK's engineering workforce are women – the lowest number across the whole of Europe.

We work with partners including BAFTA, Ukie, Digital Schoolhouse and the East London Academy of Music and Arts to encourage more young people from diverse backgrounds to consider a career in games. We recently wrote about this work in detail [HERE](#).

APRIL 2016 - APRIL 2017 DATA

Mean - gender pay gap	20.3%	
Median - gender pay gap	23.3%	
Mean - bonus gender pay gap	38.2%	
Median - bonus gender pay gap	25.3%	
Proportion of males receiving a bonus payment	78.6%	
Proportion of females receiving a bonus payment	71.6%	
	Female	Male
% of the total workforce	17%	83%
Proportion of males and females in the lower quartile pay band	14.7%	85.3%
Proportion of males and females in the lower middle quartile pay band	24.8%	75.2%
Proportion of males and females in the upper middle quartile pay band	18.8%	81.2%
Proportion of males and females in the upper quartile pay band	3.5%	96.5%

I confirm that the figures and content above are accurate to the best of our knowledge.

John Ward
Director and Chief Financial Officer
The Creative Assembly Limited