

2021

# Gender Pay Report

**IMAGINATION**

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**Imagination remains committed to being a diverse and inclusive employer across its global business. We are passionate about our talent and committed to paying people fairly and equally.**

**In line with UK legislation, this report sets out the gender pay data for the UK business. The report is relevant to the UK business only and is not reflective of our broader global business.**

## Introduction

In 2017, the UK government introduced a requirement for UK businesses to analyse the difference in pay between men and women according to a number of prescribed criteria. For gender pay reporting the total pay for all men and all women across the organisation is analysed, with the gap being the overall difference between the average pay for a woman versus that of a man, shown as a percentage. The results are not reflective of pay differences at an individual employee level.

Gender pay reporting is not the same as Equal Pay, which is a legal requirement for men and women performing the same roles or work of equal value to be treated the same. We remain confident that we have no equal pay issues across our business.

## 2021 UK Gender Pay report

In a year where the global Covid-19 pandemic created unprecedented challenges, at Imagination we remain committed to improving gender balance and explaining the actions we are taking to achieve this. We value our people and want everyone to be confident that they have a great place to work, that is inclusive, and where they can fulfil their potential.

Whilst Imagination's UK permanent headcount has temporarily dipped below the mandatory reporting threshold, we continue to hold ourselves accountable.

We place huge importance on continuing to build a great company that enables all our people, regardless of identity, to thrive. Over the last few years, we have strived to deliver a better people experience and are very committed to furthering our diversity, equality and inclusion strategy.

## What our data tells us

Our performance since 2017 has shown steady improvement in the overall mean and median pay gap data. This continues to hold true, with the mean pay gap reducing further to 30% (2020: 33%). However, we have seen a small deterioration in the median pay gap, which has increased to 21% (2020: 17%).

We have continued to analyse pay gaps at various levels across the business. The average hourly rate for women ranges from being 20% higher than men at junior positions (2020:10%), to be 7% less than men at more senior positions (2020: 6%).

Currently, we employ more women in junior to mid-level positions and more men in the senior and head of function roles. However, we have seen some improvement in gender diversity in the upper quartile, now 28% female (2019: 26%). It remains our ambition to achieve distribution levels that are more representative of the general population across all quartiles.



Similar to our report for 2020, our overall diversity remained stable at 57% male and 43% female.

### Bonuses

No bonuses were paid during Imagination's 2020/2021 financial year (September to August).

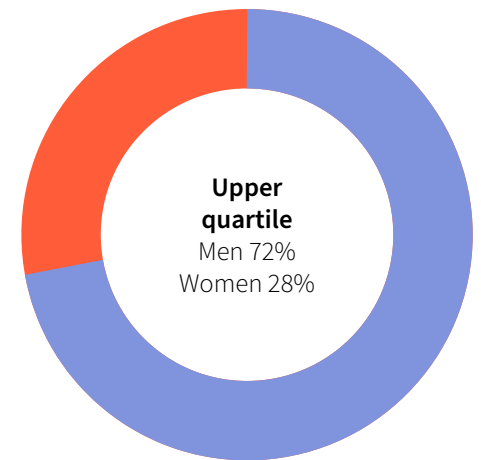
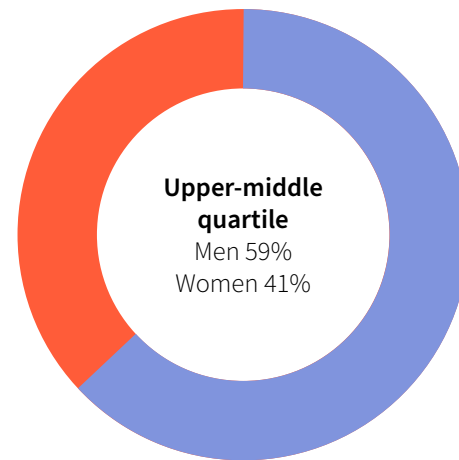
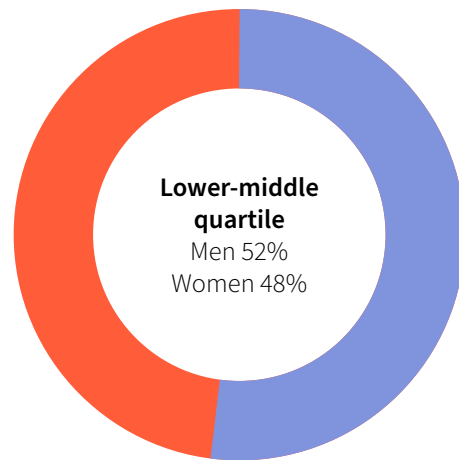
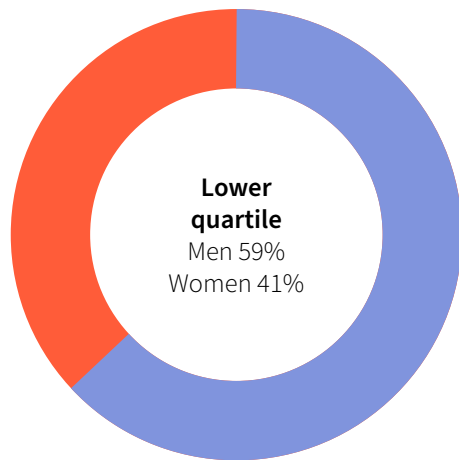
### Pay quartiles

These help us to understand the gender distribution of employees across the company from lowest to highest paid, split into four equally sized quartiles.

### 2021 Results

Women

Men



## **Our Ongoing Commitment**

We continue to focus on a number of initiatives to improve the gender balance across Imagination and have recently established a Global Diversity Board where we will share best practice and set internal targets to keep us true to our commitment to having a more diverse workforce.

In 2022, we will continue to prioritise DE&I as a strategic business imperative and to develop our diversity related activities. We look forward to seeing further progress as future initiatives are implemented.

## *Senior female board appointment*

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In 2021 we appointed a female to the Group Board, we recognise there is more work to be done.

## *Internal women's network*

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We recently launched an Internal women's network to bring our female colleagues together to share, learn and support each other.

## *Menopause policy*

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We have introduced a Menopause Policy to raise awareness and encourage an open dialogue and to seek support if needed.

## *Mentoring*

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We have introduced Parental Leave coaching, primarily for mothers returning from maternity leave to assist their return to the workplace. However, we will support fathers who decide to take shared parental leave of 6 months or more in order to help balance the demands of parenthood and careers. We are also launching WING - Women's Industry Networking Group. This is a cross-industry mentoring alliance for women.