



Gender Pay Report 2020-21

April 2022

Introduction

Rebellion believe that having a diverse and inclusive workforce is key to the success of our business and has been proactively working on a group-wide Equality, Diversity & Inclusion strategy in recent months. As this work continues to gain momentum we aspire to deepen its impact across all of our studios.

Rebellion is proud of the contribution to the industry that many of our team members are already making to tackle barriers to entry in this exciting industry. Encouraging more females to pursue careers in the Games industry has been a significant challenge across the UK, as many females still see gender stereotyping within schools for STEM subjects as a barrier to the technology sector. The Gender Pay Gap has been steadily reducing over the last 10 years but is still in favour of men. We continue to work internally and with external partners in the wider industry on making improvements for all and are in the process of analysing the data to see where we can have a wider impact.

We believe in being a responsible business and working to improve the industry for everyone, including current & future talent. We aspire to retain and advance our talent pool by introducing consistency & fairness in all people related processes across Rebellion and encouraging future talent to come and support us in the cause for equality for all.

What is the Gender Pay Gap?

In 2017, under the Equality Act (Gender Pay Gap Information) Regulations 2016, employers with 250 or more employees are required to publish annual statutory Gender Pay Gap calculations. Rebellion is required to publish the following information:

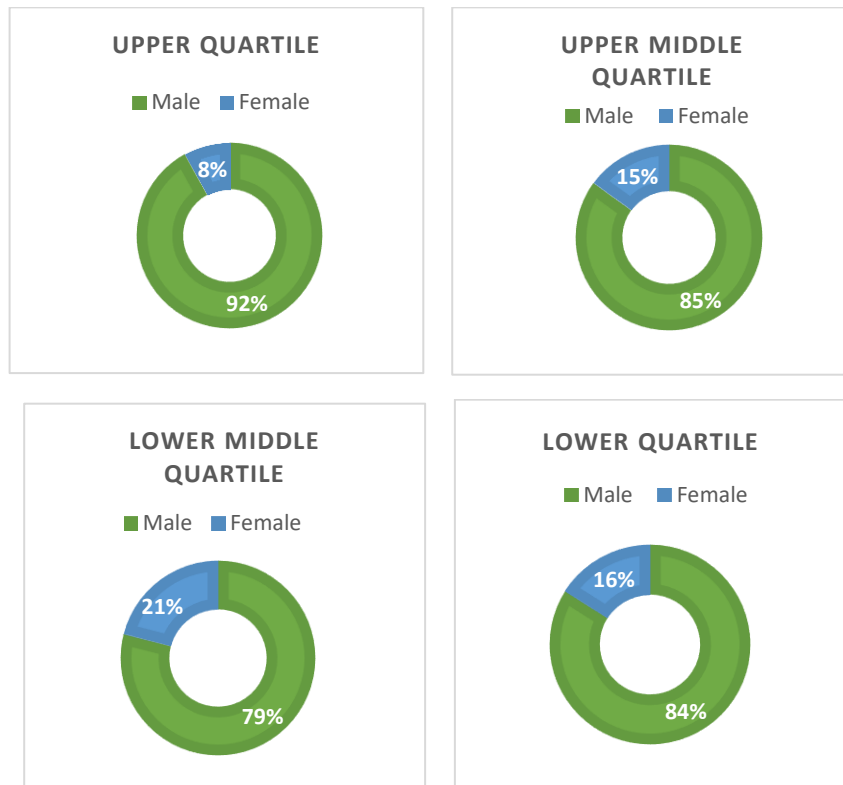
- ✚ Gender Pay Gap, mean & median averages;
- ✚ Proportion of men & women in each quartile of Rebellion's pay structure.



Our Data

For the reporting year 2020 – 2021 on the ‘snapshot’ date of 5th April 2021, our gender demographic was 16% those that identify as female and 84% those that identify as male. It is important to note that the gender pay gap report requires us to report on binary data. So those who do not identify as either male or female, will not be reported for the purposes of this report. Female representation is largest in the Lower Middle Quartile whilst there is an evident imbalance with our most senior or technical roles.

To be clear, Rebellion does not have a pay disparity between genders. There is a large proportion of males in the upper quartiles, which will be the main driver of the pay gap. Analysing the data further Rebellion has found that considering each quartile and how they are separated, in 56% of the quartiles, females are in fact paid a higher hourly rate than their male counterparts.



	<u>Mean</u>	<u>Median</u>
Gender Pay Gap	18.5%	19.9%

Our Long-Term Strategy

This year we will be introducing & refining the following to support EDI improvements across the board;

- Leadership training for all current & aspiring managers to upskill them in treating their people with fairness & consistency. Additionally hiring new resources to focus solely on the learning & development function.



- Structured annual pay reviews, including discipline specific pay banding, influenced by external benchmarking.
- Consistent performance reviews, always under evaluation for improvements.
- A push on internal mobility & upskilling people to reach their potential.
- Recruitment Process Improvements;
 - Screening adverts for gendered language
 - Interview panels consisting of underrepresented backgrounds
 - Interview training & support
 - Scoring
- Educational Outreach, to influence the skills or skills gaps entering the industry.
- DEI forum, to be established in 2022.
- EDI strategy, a work in progress!

Although we expect to see fluctuations in our future gender pay gap data due to the current demographics of the industry, we are committed to driving change and that the actions we are taking currently will lead to long-term advancements for Rebellion and the industry as a whole.

We continue to bring more women into our studios and representation will only continue to increase for the future. It is worth noting that our approach to equality, diversity & inclusion is intersectional, and as such we look at improving Rebellion for everyone. We want to continue our journey to making Rebellion an inclusive environment that is welcoming, safe and a place where everyone can have a voice and are excited to see what the future holds in our journey.