

Codemasters Software Company Limited

GENDER PAY GAP STATISTICS 2017



Codemasters believes in creating a diverse and gender balanced workforce and we recognise the value of the contribution made by all the individuals within the business. Games is currently a male dominated industry - this needs to change and we're ready to play our part.

Our culture is to empower people; we endeavour to promote fairness and we truly believe that everyone has a unique talent to give. We acknowledge the shared need to make the gaming industry more appealing to women.

There are many different roles needing different skills, so naturally there will be always be some differences in pay.

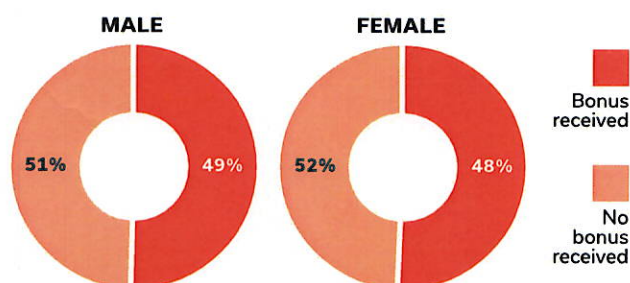
We are confident that men and women are paid equally for doing equivalent jobs across the business. We are pleased to show parity in the bonus distribution which demonstrates equality in our recognition of performance.

We believe the main reason for our organisation-wide pay gap is an imbalance of female colleagues in senior positions across the business as well as a smaller percentage in highly skilled technical areas such as programming. This is a nation-wide issue and we're fully behind the drive to put this right.

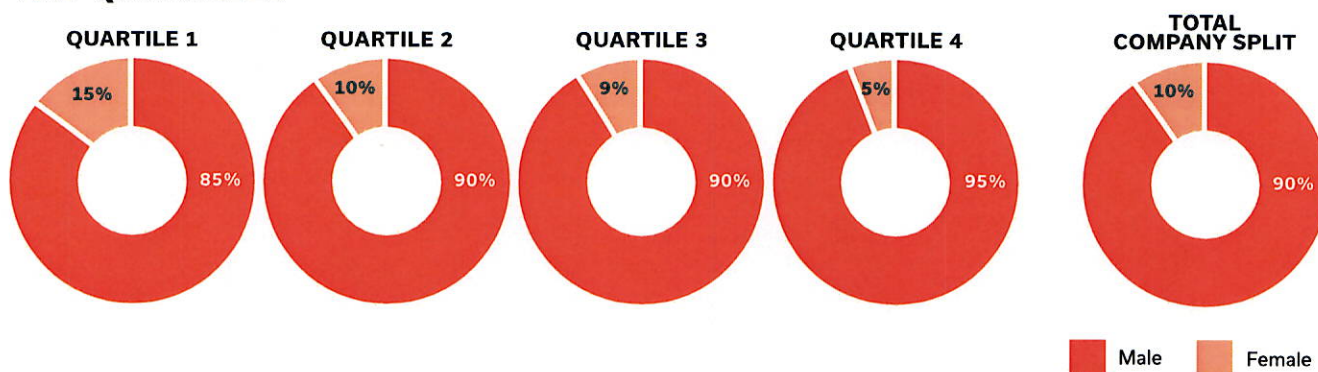
GENDER PAY AND BONUS GAP

DIFFERENCE BETWEEN MEN AND WOMEN	MEAN AVERAGE	MEDIAN MIDDLE
GENDER PAY GAP	22.20%	27.90%
GENDER BONUS GAP	55.60%	60.00%

PROPORTION RECEIVING BONUS



PAY QUARTILES



OUR ACTIONS

- We will continue to provide diversity training for those involved in recruitment.
- We will promote flexible working practices allowing the company to attract and retain the best talent.
- We are working in partnership with industry initiatives such as Women in Games to encourage women to seek employment in the gaming industry.
- We review our salary bandings regularly to ensure fairness and a 'One Codemasters' approach.

Frank Sagnier
Chief Executive Officer

OUR COMMITMENTS

- We are committed to making careers at Codemasters and within the gaming industry more appealing to women.
- Aim to attract, develop and retain talented women within Codemasters so that they can progress to senior roles.
- We are committed to continuing to create a truly diverse and inclusive workplace.