

Codemasters Software Company Limited

GENDER PAY GAP STATISTICS 2020



Codemasters continues to build a more diverse and gender-balanced culture while acknowledging that work is still needed across all four percentiles. Our inclusive culture and strong company values provide an environment where our people are empowered and encouraged to unlock their full potential.

We have seen an increase in three of the four percentiles demonstrating positive momentum across the company. We are proud to have promoted several women leaders during the last fiscal year, highlighting our commitment to investing in our talent.

Codemasters remains committed to Ukie's (The Association of UK Interactive Entertainment) Raise The Game pledge, designed to inspire meaningful cultural and behavioural change in all games companies by:

- Creating a diverse workforce by recruiting as fairly and as widely as possible;
- Shaping inclusive and welcoming places to work by educating and inspiring people to take more personal responsibility for fostering and promoting diversity and inclusion; and
- Reflecting greater diversity within games at every level, from game design and development to marketing and community engagement.

Codemasters continues to put all job advertising through gender-decoding tools to ensure inclusive language. Unfortunately, due to COVID restrictions, we could not attend university lectures, games education summits, and school career days to promote Codemasters and attract the next generation of talent. We are aware of the benefits of working in partnership with schools and colleges in the community to help educate, attract and inspire girls and young women into education in STEM subjects. This remains a focus for the business. Codemasters has also recently partnered with Girls on Track UK for a series of webinars and gameplay events designed to attract more women into the motorsport industry.

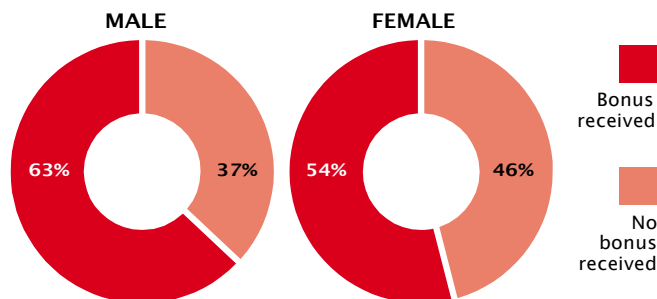
As we emerge from lockdown, we hope the recent change in flexible working will create more opportunities as Codemasters becomes less reliant on staff working from the office on a full-time basis. Alongside our commitment to increasing diversity, we recognise the need to maintain our supportive, inclusive culture where our people are valued and given an environment for them to thrive.

Derek Chan
Director

GENDER PAY AND BONUS GAP

DIFFERENCE BETWEEN MEN AND WOMEN	MEAN AVERAGE	MEDIAN MIDDLE
GENDER PAY GAP	20.6%	25.6%
GENDER BONUS GAP	78.1%	47.7%

PROPORTION RECEIVING BONUS



PAY QUARTILES

