






L I M E
P I C T U R E S

Gender Pay Reporting April 2024

Introduction

-  In our eighth year of reporting, we note that our mean Gender Pay Gap shows a gap at 5% from a gap of 4% in 2023, while our median Gender Pay Gap has increased to 8% in 2024 a slight increase from 6% in 2023, compared to a national figure of 7% and 15.2% for Creative, arts and entertainment activities.
-  With our workforce being relatively balanced between men and women (46% to 54%) we nevertheless have a senior management team which is made up of 60% women. While we are proud of our gender balance, we recognize there is more work to be done, particularly in relation to the number of women in the lower middle and upper middle quartiles.
-  It is also important to note that the Gender Pay Gap is different from 'Equal Pay'. The Gender Pay Gap is the difference between the hourly rate of pay of men and women, expressed as a percentage of the hourly pay rate of the men. Equal pay is the difference in pay between men and women who carry out the same or comparable jobs. At Lime Pictures women and men in comparable roles are paid equally.

Gender Pay Gap Report

Difference between men's and women's Hourly pay	All Lime		Employees		Freelance	
	Mean	Median	Mean	Median	Mean	Median
April 2024	5%	8%	0.0%	7%	13%	16%
April 2023	4%	6%	(5%)	6%	12%	14%
April 2022	(1.2%)	6%	(7%)	11%	8.5%	(2.0%)
April 2021	(5.2%)	7.3%	(5.5%)	11.9%	(8.8%)	(2.9%)
April 2020	(1.4%)	18%	(11.5%)	15.6%	13.5%	14.8%

Bonus Gap

Difference between men's and women's Hourly pay	All Lime		Employees		Freelance	
	Mean	Median	Mean	Median	Mean	Median
April 2024	(68%)	(151%)	(68%)	(151%)	-	-
April 2023	(282%)	(100%)	(282%)	(100%)	-	-

Very few people (4%) working for Lime are entitled to a contractual bonus: those that are entitled are all employees. We have set out below the percentage of men and women who received a bonus in 2023 and 2024, both as a proportion of overall male and female employees and then as a percentage of overall male and females in the workforce. Given the size of the pool, general percentages should be treated with caution.

2024



14.8% Staff
9.4% Workforce



5.2% Staff
8.2% Workforce



2023

10.2% Staff
6.7% Workforce

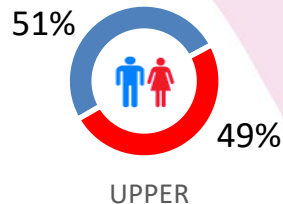
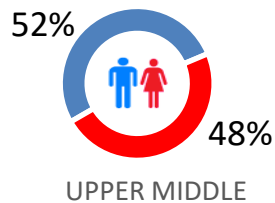
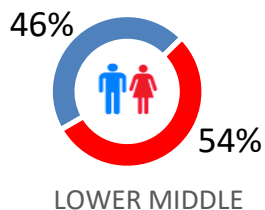
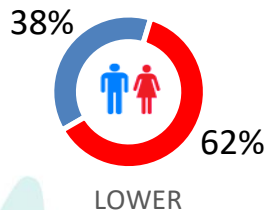


6.8% Staff
4.0% Workforce

Pay Quartiles

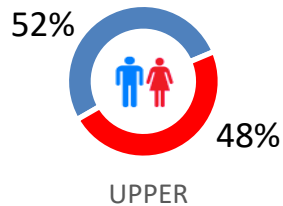
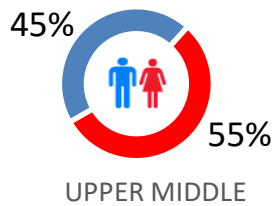
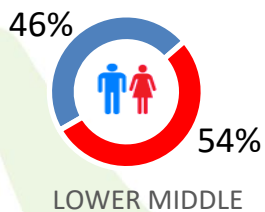
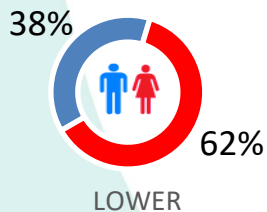
At the time of the 2024 reporting period Lime Pictures had 573 staff in total and the gender balance was 46% men and 54% women. Below is the percentage of men and women in each quartile

2024



At the time of the 2023 reporting period Lime Pictures had 658 staff in total and the gender balance was 45% men and 55% women. Below is the percentage of men and women in each quartile

2023



What we are doing to address the Gender Pay gap.

A pay gap exists because of an imbalance of men and women across some levels of the business. We have a higher population of men in technical positions, based within the upper middle pay quartile. Whereas there is a higher percentage of women in the lower and lower middle quartiles, largely in administrative, entry level or assistant-based roles.

To reduce this pay gap further, we are committed to supporting the progression of females into technical positions, specifically targeting the upper middle pay quartile. This means developing our own staff, diversifying our freelance talent pools and ensuring inclusive recruitment processes for all job opportunities.

Confirmation

We confirm that our gender pay gap data has been calculated in accordance with the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



John Whittle
Managing Director