






LIME
PICTURES

Gender Pay Reporting April 2023

Introduction

-  In our seventh year of reporting we note that our mean Gender Pay Gap is 4% while our median Gender Pay Gap has remained at 6% in 2023 compared to a national figure of 7%.
-  Our workforce remains relatively balanced between men and women (45% to 55%) and 75% of our senior management team are women. We are proud of our gender balance and we are continuing to look for opportunities for women to be developed in their roles which has resulted in 7 promotions since the last report along with the recruitment of 4 women into senior management and creative roles.
-  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 2023	4%	6%	(3%)	9%	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%
April 2019	0.8%	5.9%	(3.0%)	8.0%	6.0%	4.3%

Bonus Gap

Difference between men's and women's Hourly pay	All Lime		Employees		Freelance	
	Mean	Median	Mean	Median	Mean	Median
April 2022	(282%)	(100%)	(282%)	(100%)	-	-
April 2021	(113%)	21%	(113%)	21%	-	-

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 2022 and 2023, 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.

2023



10.2% Staff
6.7% Workforce



6.8% Staff
4.0% Workforce



2022

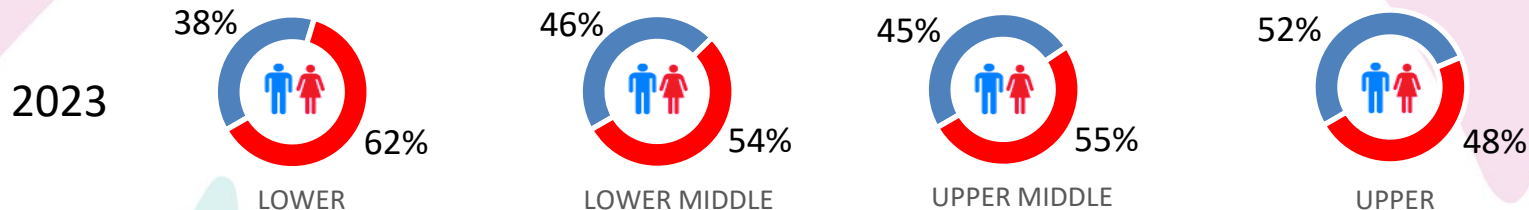
18.2% Staff
12.5% Workforce



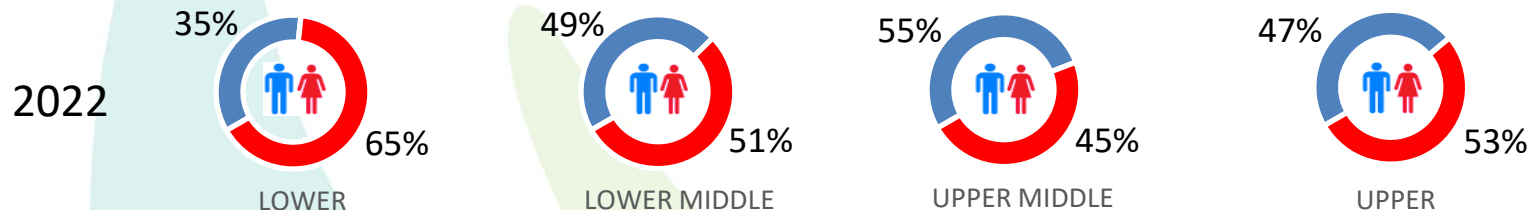
5.8% Staff
3.8% Workforce

Pay Quartiles

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



At the time of the 2022 reporting period Lime Pictures had 566 staff in total and the gender balance was 46% men and 54% women. Below is the percentage of men and women in each quartile



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.



Kate Little
Joint Managing Director



Claire Poyser
Joint Managing Director