



LIME
PICTURES

Gender Pay Reporting April
2025

Introduction

- 🌈 In our eighth year of reporting we note that our median Gender Pay Gap shows a gap at 3%, a reduction from a gap of 8% in 2024 , while our mean Gender Pay Gap has increased to 12% in 2025 an increase from 5% in 2024, compared to a national figure of 6.9% and 15.1% for Creative, arts and entertainment activities.
- 🌈 Our workforce is relatively balanced between men and women (47% to 53%) this has been consistent even after significant structural change in late 2024 where we faced a considerable reduction in staff headcount. 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 pay 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 2025	12%	3%	10%	7%	19%	(3%)
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 bonus pay	All Lime		Employees		Freelance	
	Mean	Median	Mean	Median	Mean	Median
April 2025	(110%)	(206%)	(110%)	(206%)	-	-
April 2024	(68%)	(151%)	(68%)	(151%)	-	-
April 2023	(282%)	(100%)	(282%)	(100%)	-	-



202
5
20% Staff
15.7% Workforce



17% Staff
12.1% Workforce



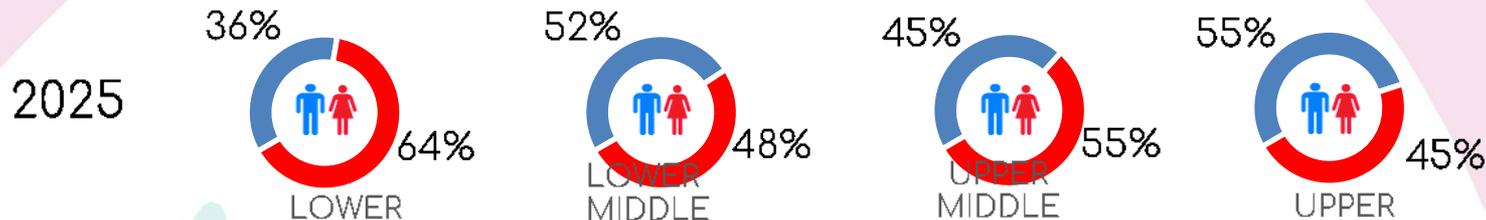
202
4
14.8%
9.1% Staff
7.1% Workforce



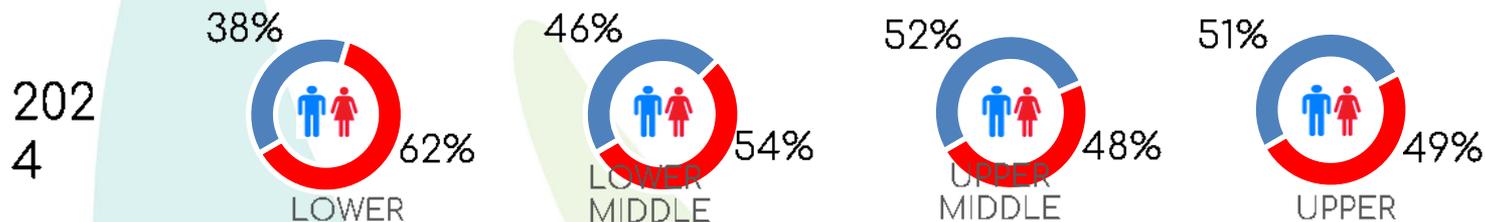
5.2% Staff
8.2% Workforce

Pay Quartiles

At the time of the 2025 reporting period Lime Pictures had 300 staff in total and the gender balance was 47% men and 53% women. Below is the percentage of men and women in each quartile



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



What we are doing to address the Gender Pay gap?

To address the gender pay gap, especially within the lower middle and upper pay quartiles, we are focusing on strengthening development and progression opportunities for women across the organisation. A key element of this approach is to focus on “Step Up” initiatives, designed to support employees who are ready to progress into a more senior position or higher-paid role. By identifying talented women within these quartiles and actively supporting their development through coaching and training, we aim to increase female representation in higher-paid roles and create a stronger pipeline of women progressing into senior positions. This focus in career development is an important step in ensuring equitable progression and reducing the gender pay gap over time.

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