



LIME
PICTURES

Gender Pay Reporting April
2020 & April 2021

Introduction

- 🌍 In our fifth year of reporting we are pleased to note that our mean Gender Pay Gap shows a small negative gap at **(5%)** from **(1.4%)** in 2020 compared to a national figure of 15.5% and 0.6% in the film and tv production sector, while our median Gender Pay Gap has decreased from just over 18% in 2020 to 7.3% in 2021, compared to 10.4% in the film and tv production sector.
- 🌍 April 2021 saw the company return to pre-Covid workforce numbers (516 in 2021 versus 535 in 2019). The April 2020 numbers were severely impacted by the Covid pandemic. The employment population calculation excluded those individuals who were Furloughed in April 2020, which included 302 permanent staff and 73 freelance workers, who in other years would have been included in the staff numbers/calculation. The calculation was based on a workforce of 147 (down from the 535 number in 2019).
- 🌍 Our overall workforce is made up of 44% men and 56% women and our senior management team is made up of 73% women. While we are proud of our gender balance we recognize there is more work to be done 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 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 (previously reported)	0.8%	5.9%	(3.0%)	8.0%	6.0%	4.3%

Factors that have impacted our gender pay gap are:

- We have a large number of women in senior management positions within the company , but also more women in the lower pay quartiles which tend to be support roles rather than senior specialist roles this split has led to the large difference between the mean and median averages across gender pay gap reporting.
- Overall we have a long serving workforce, particularly in some of the areas of TV Production which were previously more 'male skewed' (e.g. Cameras, Sound and Lighting) so the gender pay gap to some extent reflects past employment practices
- We have very low turnover among employees which reduces the opportunity for progression for women both internally and joining the company.

Bonus Gap

Difference between men's and women's Bonus payments	All Lime		Employees		Freelance	
	Mean	Median	Mean	Median	Mean	Median
April 2021	(286%)	(194%)	(286%)	(194%)	-	-
April 2020	(189%)	(52%)	(189%)	(52%)	-	-

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 2020 and 2021, 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, particularly 2020, which was significantly impacted by the Covid pandemic.

2021



14.4% Staff
10.5% Workforce



7.4% Staff
5.7% Workforce

2020



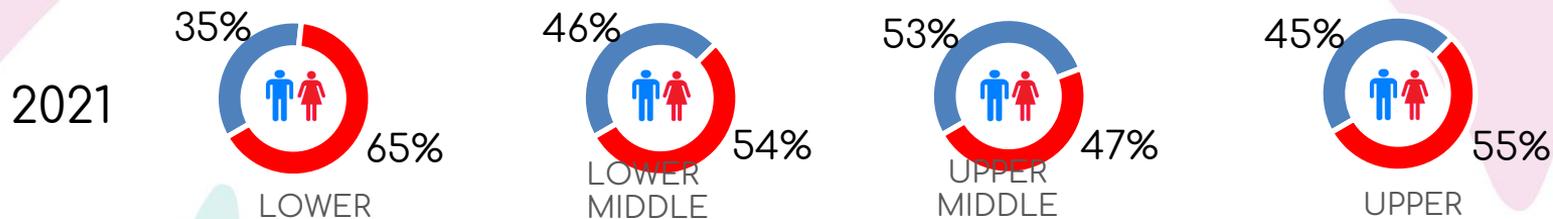
18.6% Staff
15.4% Workforce



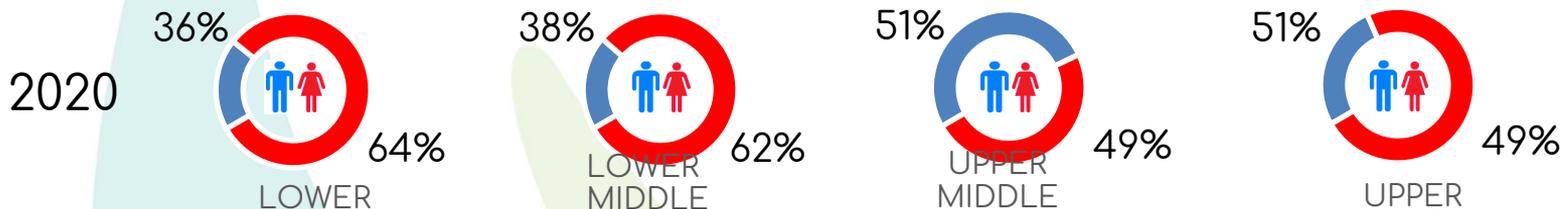
12.6% Staff
11.1% Workforce

Pay Quartiles

At the time of the 2021 reporting period Lime Pictures had 516 staff in total and the gender balance was 44% men and 56% women. Below is the percentage of men and women in each quartile



At the time of the 2020 reporting period Lime Pictures had 147 staff in total (as a result of Furlough and reduced Production activity) and the gender balance was 44% men and 56% women. Below is the percentage of men and women in each quartile



What we are doing to address the Gender Pay gap?

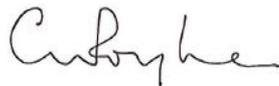
-  Whilst we are pleased with our overall gender balance and the representation of women at senior and middle management, we are keen to make opportunities available to women in all areas. We are therefore continuing to work towards developing individuals within the business and are pleased to report that 14 women in the lower and lower middle quartiles have been promoted to more senior positions since January 2020.
-  When opportunities arise we are making every effort to improve the gender balance in departments where there has been a traditional bias towards one gender or another, whether by internal promotion or recruitment.
-  We continue to invest in Nursery provision at our Liverpool site to facilitate childcare in a sector where long and irregular hours are prevalent.
-  Our focus remains on working both internally and with partner organisations to ensure that talented people from any underrepresented group have access to jobs and work experience with Lime Pictures.

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