



LIME PICTURES GENDER PAY REPORT

Introduction

In our second year of reporting we are pleased to note that our mean Gender Pay Gap has reduced from 8.7% to 6.7% while our median Gender Pay Gap has remained at the same level, just over 11%, compared to a national figure of 18.4% and 17.4 % for technology and media companies.

Over the last 12 months we have continued to focus on efforts to make our organisation as diverse and inclusive as we can, with particular success in our London based entry level roles and the introduction of the Lime Pictures Creative Internship. This initiative provides real training opportunities for behind the camera roles and has enabled us to bring 7 people from a range of backgrounds into the broadcast industry.

With our workforce being relatively balanced between men and women (49% to 51%) we nevertheless have a senior management team which is made up of 75% women.

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.



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Gender Pay Gap

Our mean gender pay gap is **6.7%** and the median is **11.4%**. The national median average is 18.4%.

Difference between men's and women's:	All Lime		Employees		Freelance	
	Mean	Median	Mean	Median	Mean	Median
Hourly pay	6.7%	11.4%	(4.6%)	6.6%	24%	12%

A number of factors continue to contribute to our gender pay gap:

- Overall we have a long serving workforce so the gender pay gap to some extent reflects past employment practices
- We have more women in the lower pay quartiles which tend to be support roles rather than senior specialist or managerial roles
- We have very low turnover among employees which reduces the opportunity for internal progression for women coming into the company



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Bonus Gap

Difference between men's and women's:	All Lime		Employees		Freelance	
	Mean	Median	Mean	Median	Mean	Median
Bonus payments	(92%)	55%	(92%)	55%	-	-

We have set out below the percentage of men and women who were entitled to a contractual bonus, 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.

Staff



Total workforce

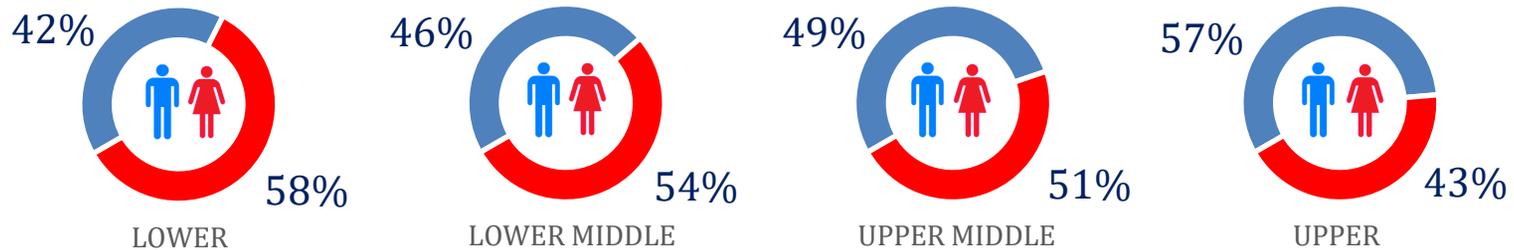




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Pay Quartiles

At the time of the 2018 reporting period Lime Pictures had 535 staff in total and the gender balance was 49% men and 51% women. Below is the percentage of men and women in each quartile;



Breakdown of workforce in each pay quartile

Female – Staff	49
Female – Freelance	29
Male – Staff	40
Male - Freelance	16

Female – Staff	57
Female – Freelance	16
Male – Staff	48
Male - Freelance	13

Female – Staff	33
Female – Freelance	32
Male – Staff	50
Male - Freelance	18

Female – Staff	34
Female – Freelance	24
Male – Staff	33
Male - Freelance	43



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What are we doing to address the current gender pay gap?

- We continue to work with industry bodies to provide opportunities for women and other underrepresented groups to have access to jobs and work experience at Lime Pictures.
- The progression of more women to mid-level and senior roles remains a key priority via personal development programmes.
- Lime's continued commitment in maintaining an onsite Nursery in Liverpool facilitates women returning to work in an industry where long and irregular working hours are prevalent.

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.

A handwritten signature in black ink that reads "Kate Little".

Kate Little
Joint Managing Director

A handwritten signature in black ink that reads "Claire Poyser".

Claire Poyser
Joint Managing Director