



LIME
PICTURES

Gender Pay Report April 2022

Overview

-  In our sixth year of reporting we are pleased to note that our mean Gender Pay Gap continues to show a small negative gap at **(1.2%)** from **(5.2%)** in 2021 , while our median Gender Pay Gap has decreased slightly from just over 7.3% in 2021 to 6% in 2022, compared to a national figure of 5.45% and 9.71%.
-  Although our workforce is relatively balanced between men and women (46% to 54%) nearly three quarters of our senior management team are women. While we are proud of our gender balance we recognise there is more work to be done, particularly in relation to the number of women in the lower middle and upper middle quartiles and we are therefore very pleased that since our last gender pay report we have promoted 7 women into more senior (and therefore higher paid) staff positions, as well as having 15 women join the company in management and senior specialist roles.
-  We are continuing to create as many opportunities as we can for talented individuals, whatever their background, to join Lime Pictures and to develop their careers with us. With this in mind we provided 6 internships, 5 apprenticeships and a wide range of placements and other work experience in the last 12 months
-  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 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%

The mean pay gap is the difference between the average hourly pay for all men and the average hourly pay for all women. The median pay gap is the difference between the mid point hourly pay of lowest to highest paid men and women.

Bonus Gap

Difference between men's and women's Hourly pay	All Lime		Employees		Freelance	
	Mean	Median	Mean	Median	Mean	Median
April 2022	(113%)	21%	(113%)	21%	-	-
April 2021	(286%)	(194%)	(286%)	(194%)	-	-

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 2021 and 2022, 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.

2022



18.2% Staff
12.5% Workforce



5.8% Staff
3.8% Workforce



2021

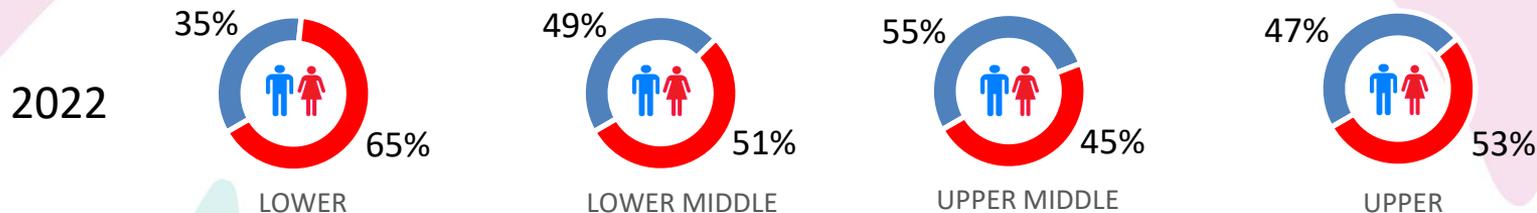
14.4% Staff
10.5% Workforce



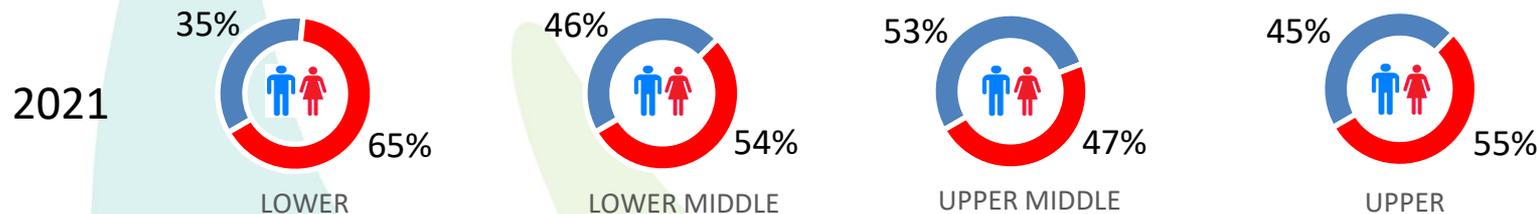
7.4% Staff
5.7% Workforce

Pay Quartiles

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



At the time of the 2021 reporting period Lime Pictures had 581 staff in total and the gender balance was 45% men and 55% women. Below is the percentage of men and women in each quartile

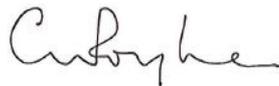


Confirmation

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