



Gender Pay Gap

Ireland - 2022



Brown Bag Films Ireland Gender Pay Gap Report:



Brown Bag Films is committed to a work environment that promotes diversity, equity and inclusion and creates an open culture where everyone feels valued and can be themselves. In line with our values, 'Transparency' and 'Innovation', Brown Bag Films believes that embracing diversity, equity and inclusion in the workplace benefits both the company, our employees, our clients and the wider community.

I am pleased to present Brown Bag Films first Gender Pay Gap Report. This report discloses a mean gender pay gap of **15%**. The Gender Pay Gap is the difference between the average hourly pay of males, and of females, across all levels of a company, regardless of the nature of the work itself and has recently been introduced as a legislative requirement in Ireland.

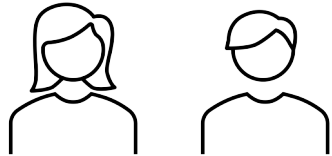
The animation industry is traditionally male dominated and the information in this report allows Brown Bag Films to work towards addressing gender diversity in our Business. Brown Bag Films is committed to improving the gender balance in our company and ensuring that actionable initiatives are set up to reduce the gender pay gap.

The following measures were calculated using a snapshot date of 1st July 2022 and included data from the preceding 12 months.

Barry Hughes
VP of People, Ireland & UK

Our Numbers on a page

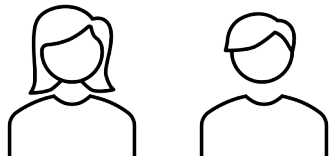
BIK Proportions



54%

46%

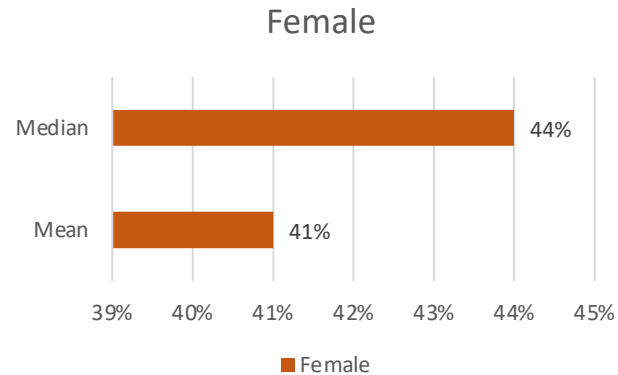
Bonus Proportions



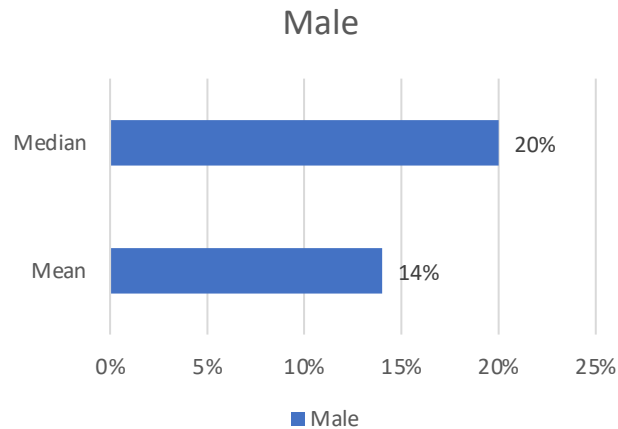
12.9%

7.8%

Part-Time Employees



Fixed Term Employees

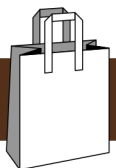


Calculating the gender pay gap:

The gender pay gap is calculated using two figures, the mean and the median value:

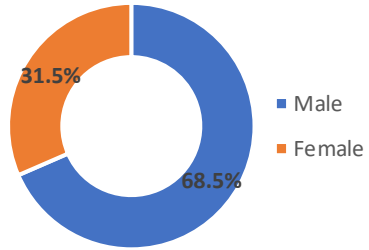
- The **mean gender pay gap** is the difference between the mean pay (average pay) for men versus women in an organisation. To calculate it, we convert all pay to an hourly rate, add this up and divide by the total number of relevant employees.

- The **median gender pay gap** is the percentage difference between the midpoint of pay for all men versus women.

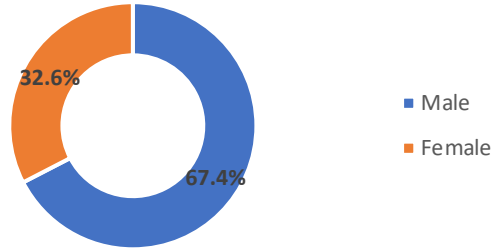


Brown Bag Films Quartiles Overview

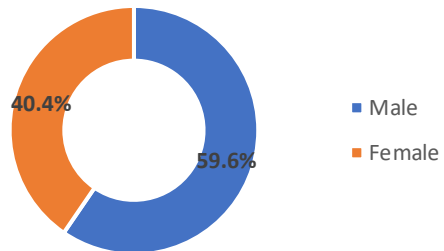
Higher Quartile



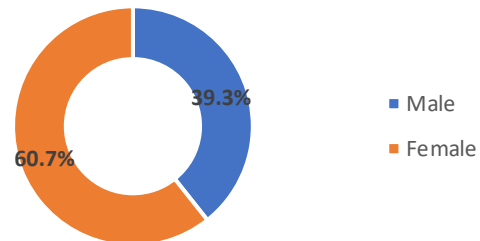
Higher Middle Quartile



Lower Middle Quartile

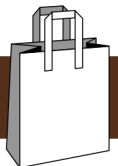


Lower Quartile



What are Quartiles?

Pay quartiles are calculated by splitting employees in the Company into four even groups according to their level of pay. Looking at the proportion of men and women in each quartile gives an indication of the gender representation at different levels of the Company.



Brown Bag Films Gender Pay Gap Actions:

Although Brown Bag Films acknowledge that closing the gender pay gap is not a quick fix, we will continue to progress our Diversity, Equity and Inclusion initiatives, to gradually narrow this gap. In order to maintain momentum and continue to work to address the gender pay gap, we are currently focusing and will continue to focus on the following initiatives in the future:

- Reviewing and relaunching our HR policies and procedures that accommodate flexibility, hybrid working, maternity leave, paternity leave and parent's leave where appropriate as well as the governing of an objective bonus distribution.
- Reviewing salaries annually to ensure where possible and necessary that there is balance with the pay ranges for roles.
- Recruitment & promotion procedures; Brown Bag Films will use recruitment and promotion procedures that are competency, merit and ability based, prevent discrimination, take account of diversity, and promote equality. Additionally, strive to have a gender balanced interview panel for all interviews.
- Brown Bag Films will continue to sponsor our education programme open to all Employees to further their knowledge and assist their development for roles within Brown Bag Films.
- Brown Bag Films will continue to develop and build our Equity and Inclusion Advisory Council which is a voice for all our employees with initiatives to ensure equity and diversity is fully developed with our policies, compensation, training and onboarding.

