



Gender Pay Report 2020

FRONTIER DEVELOPMENTS PLC

March 2021

Introduction

Frontier is committed to being an equal opportunities employer, who treats employees and job applicants fairly. Frontier recruit, train, promote and compensate employees regardless of their gender, age, race, sexuality, full or part time status, marital status, religion and/or disability.

Like many UK companies, Frontier has a gender pay variance. The gender pay data for 2020 shows a variance of 16.84% (2019: 17.8%, 2018: 18.77%) between the median pay for male and female employees within the workforce, irrespective of the job that they do. Frontier know that their gender pay variance does not stem from paying men and women differently for the same or equivalent work. Instead, it is the result of the imbalance of men and women in senior leadership positions and technical programming roles. These roles naturally have higher salaries and bonuses, so the greater proportion of men to women in these areas, has a significant impact on our overall gender pay variance.

What is the Gender Pay Gap?

Since April 2017, under The Equality Act (Gender Pay Gap Information) Regulations 2016, employers with 250 or more employees are required to publish statutory Gender Pay Gap calculations every year. Frontier is required to calculate the following gender pay data:

- Gender Pay Gap (mean and median averages)
- Gender Bonus Gap (mean and median averages)
- Proportion of men and women receiving bonuses
- Proportion of men and women in each quartile of the organisation's pay structure.

The data is required to be published on Frontier's website and a government website by 4th April each year. Salary data is based on the snapshot date of 5th April 2020. The regulations also require employers to calculate and publish a separate gender bonus pay gap report that includes all bonus payments made in the 12 months up to and including the snapshot date of 5th April 2020.

The Gender Pay Gap is the difference between the average hourly rate of pay received by all male and female employees across an organisation, irrespective of their role or seniority. This is distinct from Equal Pay Laws, which require men and women performing equal work to be paid equally.

Gender Pay Gap reporting makes use of two types of averages:

Mean

The mean Gender Pay Gap is the difference between the average hourly rate of pay for women compared with men. This is calculated by adding up the rate of pay for each gender and dividing it by the number of employees. The pay gap is reported as a percentage.

Median

The median Gender Pay Gap is established by ranking the hourly rate of pay for each gender from lowest to highest. The middle number for both ranges is taken and the difference is calculated.

Frontier Developments plc – Pay Gap Results

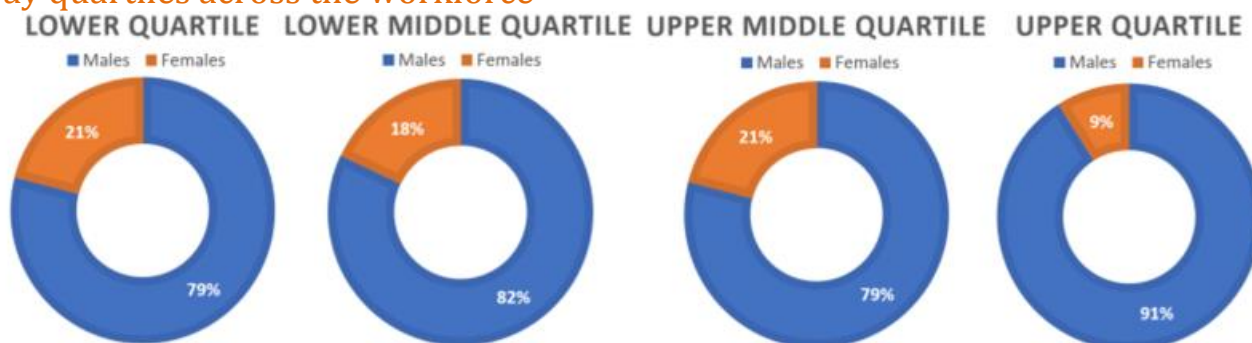
The statistics below are based on a snapshot of data taken on 5th April 2020.

Gender Pay & Bonus Gap

Pay difference between men and women	Mean	Median
Gender Pay Gap	21.05%	16.84%
Gender Bonus Gap	51.45%	35.79%

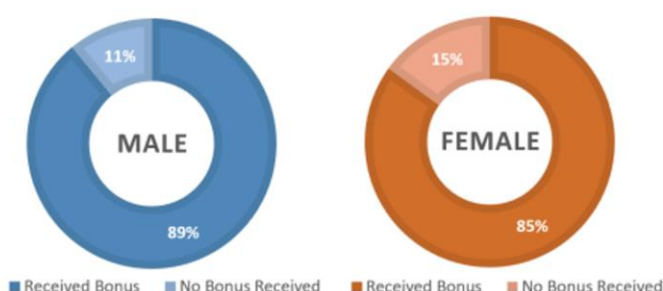
The Gender Pay Gap shows the average differences in pay between men and women in a workforce; this is expressed as a percentage of the men’s earnings.

Pay quartiles across the workforce



Frontier’s employee population is 83% male and 17% female including consideration of personal gender identification. Over the past two years Frontier have seen an increase in the percentage of females across all pay quartiles however the male/female imbalance is particularly evident within our most senior and technical programming roles.

Proportion of Employees Receiving 2020 Bonus



During the snapshot period a bonus payment was made to all eligible employees in September 2019 through an all-staff annual bonus scheme. People employed by Frontier at 5 April 2020 who joined after the September 2019 bonus payment would therefore be shown in the data as “No Bonus Received”. We’ve seen an impact in our data due to a higher number of female employees joining Frontier after the bonus period.

Equal Pay

The Gender Pay Gap is distinct from Equal Pay Laws, which have required men and women performing equal work to be paid equally. At Frontier, we are confident that employees are paid equally for equal work due to our internal benchmarking and salary reviews.

Looking forward

Frontier believe that having a diverse workforce is key to the success of our games and business. Encouraging more females to pursue careers within the Games Industry, in particular programming, is a significant challenge across the UK as many females still see gender stereotyping within schools as a barrier to the technology sector. Frontier are proud of the contribution that many of its team members already make to tackle such barriers and continues to support these initiatives of gender pay disparity in the games industry including:

- Supporting local children's code club that helps young people to learn to code from an early age.
- Having members of staff as Ambassadors for Women in Games, which supports a culture and community free of gender discrimination, where full equality of opportunity, treatment and conditions empowers all women to achieve their full potential.
- Donating time to serve on the Raspberry Pi Foundation board which has seen significant success with the Raspberry Pi Code Clubs that are attended by around 180,000 young people learning to code each week, of which 40% are female.
- Sitting on and chairing panels to discuss the subject of Women in Games.

Frontier's aspiration is to increase and empower others across all diverse backgrounds to join our brilliant industry filled with like-minded and creative individuals. We provide our hiring managers with interview training which also includes unconscious bias.

Frontier will also continue to be aware of all aspects of potential inappropriate discrimination, including gender, sexual alignment, disability, and racial discrimination, and will continue to focus on ways to attract, retain and develop diverse talent and actively encourage more disadvantaged groups to pursue careers in the videogames industry. In addition, Frontier is committed to continuous support for new and ongoing initiatives to reduce the Gender Pay Gap over the coming years.



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