



Gender Pay Report 2022

FRONTIER DEVELOPMENTS PLC

April 2023

Introduction

Frontier believe that having a diverse workforce is key to the success of our games and business. At Frontier, we acknowledge and celebrate many gender identities, however throughout this report we will be referencing only males and females as per the Gender Pay Gap Official Guidance, provided by the Government Equalities office, which only refers to two genders.

Frontier continues to make strides in reducing our gender pay gap and are conscious that a focus on diversity, equality and inclusion is key. This latest Gender Pay Gap Report for 2022 demonstrates another year of good progress, with a further reduction in the difference between the mean and median rates of pay for males and females at Frontier.

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 are committed to providing an environment in which everyone at Frontier has an equal opportunity to fulfil their potential.

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 annual statutory Gender Pay Gap calculations. 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 2022. 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 leading up to and including the snapshot date of 5th April 2022. 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 utilises two types of averages:

Mean

The mean Gender Pay Gap is the difference between the average hourly rates of pay for females compared with males. This is calculated by adding the rate of pay for each gender and dividing it by the number of employees, which is then 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 then calculated.

Equal Pay

The Gender Pay Gap differs from Equal Pay Laws, which require men and women performing equal work to be paid equally. At Frontier, we are confident that employees are paid equally for equal work as a result of our internal benchmarking and annual salary reviews.

Our Data

The gender pay gap in this report is for the ‘snapshot’ date of 5th April 2022.

Gender & Bonus Pay Gap

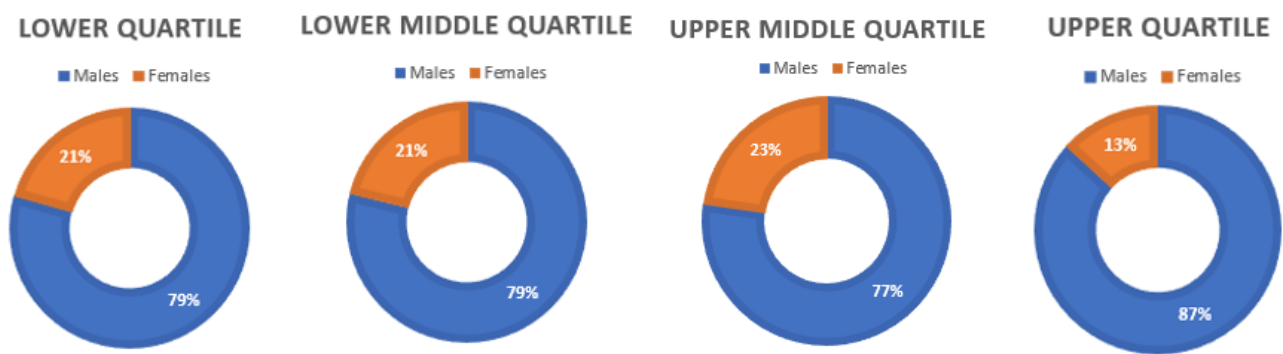
	Mean	Median
Gender Pay Gap	14.3%	6.8%
Bonus Pay Gap	42.4%	19.7%

The median gender pay data for 2022 shows a variance of 6.83%, which is a 3.1% reduction from 2021.

The mean gender pay data for 2022 shows a variance of 14.3%, this is a reduction of 3.8% from 2021.

Pay Quartiles

Proportion of male & female Frontier employees in each pay Quartile



Proportion of employees receiving a bonus



During the snapshot period, a bonus payment was made to all eligible employees in September 2021 through an all-staff annual bonus scheme. People employed by Frontier at 5th April 2022, who joined after the September bonus payment would therefore be represented in the data as “No Bonus Received”. Therefore our data is impacted due to 49% of female employees joining Frontier were after the September bonus payment.

Frontier’s employee population is 80% male and 20% female including consideration of personal gender identification. Our Gender split has increased since last year’s report with Frontier’s female representation increasing by 3% from 17%. A look at representation by quartile has shown an increase in female representation at the lower, upper middle, and upper quartiles. This is showing the impact of internal promotions and the increase we have seen in the percentage of females joining the business.

Looking Forward

Frontier have continued to see a reduction of the gender pay gap since we first reported in 2017, with an increase in the number of females joining and remaining at the company. However, the gender imbalance within the software sector and games industry itself has been, and continues to be, a significant challenge.

The Chartered Institute of IT announced in December 2022 that the number of women taking up computer science degrees is growing faster than any other UK University Subject. Computing degrees have seen a 23% growth in accepted applications from women since 2019, which is a great sign that the candidate pool, from which Frontier recruits many of its roles, is slowly growing.

Frontier will continue to analyse our internal company data regarding retention, turnover and promotion rates of our diverse talent across the business, and actively encourage more minority groups to pursue careers across all levels in the videogames industry. In addition, Frontier remain committed to continuous support for new and ongoing initiatives to reduce the Gender Pay Gap over the coming years.



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Statutory Disclosures

We confirm that the data in this report has been calculated according to the requirements of the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.