



Gender Pay Gap 2023



A 9 STORY™ COMPANY
MEDIA GROUP

Overview

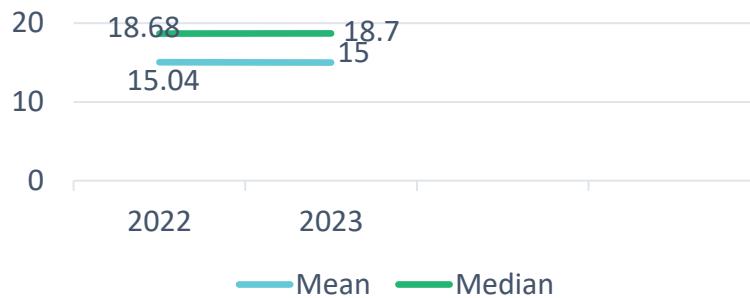
Brown Bag Films is committed to a work environment that promotes **diversity, equity and inclusion** and creates an open culture where everyone feels valued and can be themselves. In line with our values, 'transparency' and 'Innovation', Brown Bag Films believes that embracing diversity, equity and inclusion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

This report discloses a mean gender pay gap of **15%** from June 2022 – June 2023. 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.

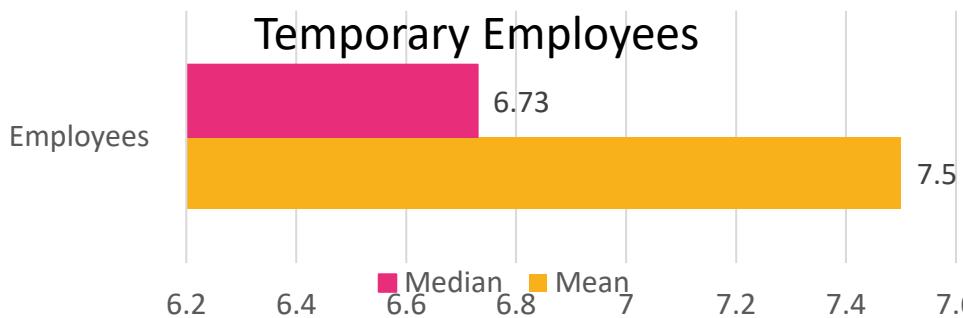
Brown Bag Films acknowledges the gap for this period is not as we would have hoped and are fully committed to working on bridging this gap over time. It is important to note that in a predominately male industry, we are striving for diversity and equity across all roles.

Highlights

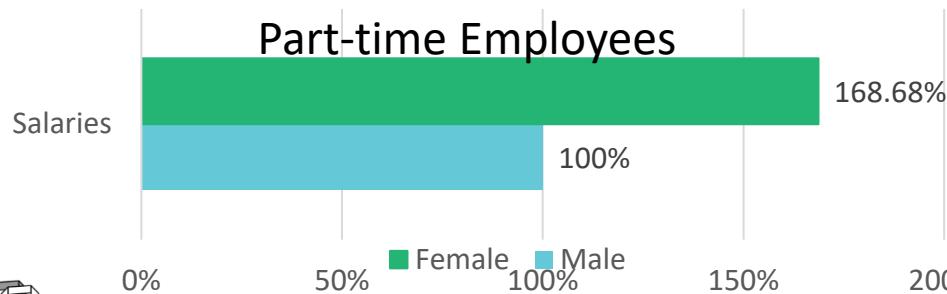
All Employees



Temporary Employees



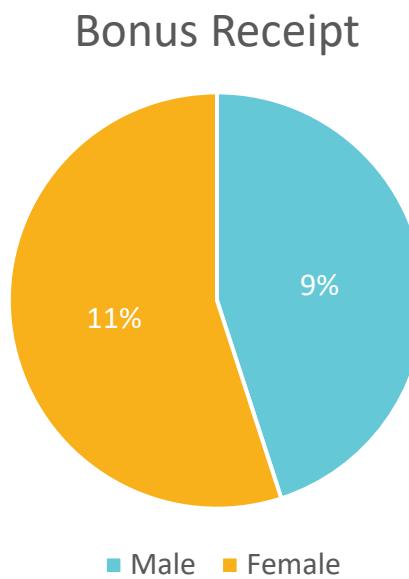
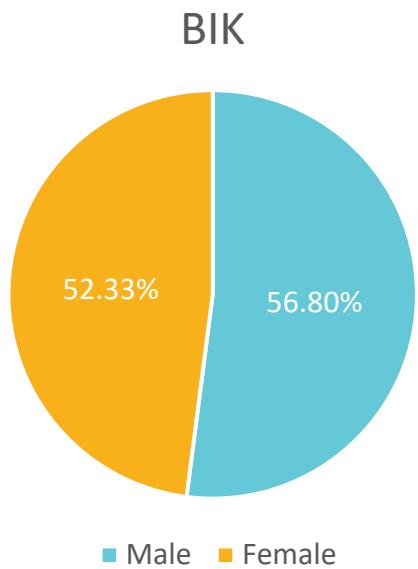
Part-time Employees



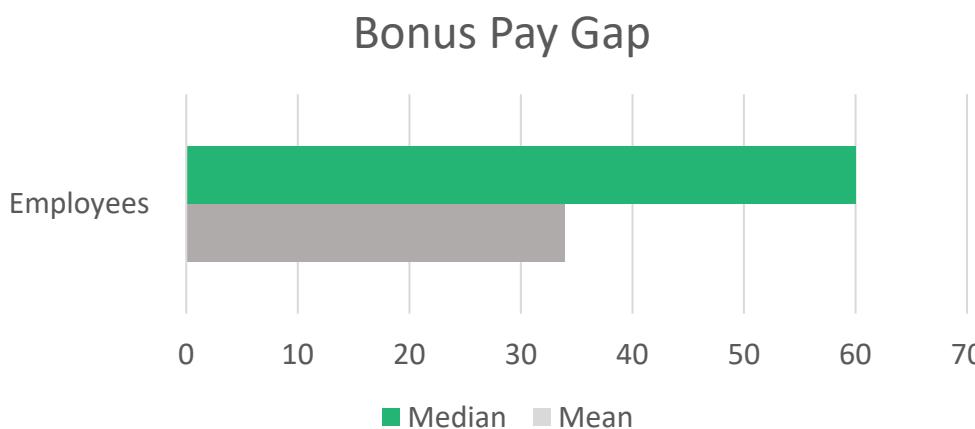
Calculating the gender pay gap:

- 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. The mean and median bonus gender pay gap is calculated using the same method.

Bonus

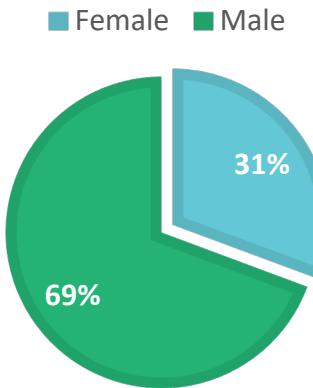


- Bonus Pay Gap : **33.9%** (mean), **60%** (median)
- Bonus Receipt Proportions : **11%** of female and **9%** of male employees received a bonus.
- Benefit in Kind (BIK) Proportions : **56.8%** female employees and **52.33%** male employees received BIK.

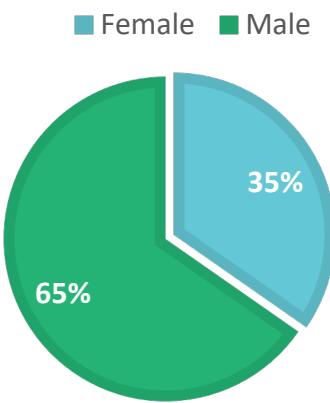


Pay Quartiles

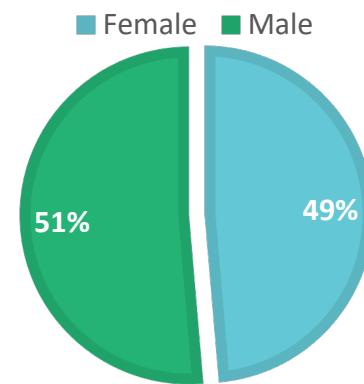
UPPER QUARTILE



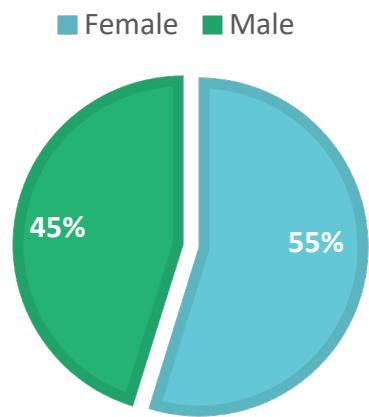
UPPER MIDDLE QUARTILE



LOWER MIDDLE QUARTILE 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.

Key Takeaways

- **Widening Pay Gap**
 - Median gender pay gap increased from 18.7% to 20%, suggesting that the middle-range pay disparity between male and female employees has widened. This discrepancy might be due to higher-paid female employees leaving the company at a higher rate than their male counterparts
- **Part-time & Temporary Employees**
 - Part-time female employees earning 68.68% more than men on average. This change is stark but may be influenced by the small number of part-time employees.
 - Temporary employees mean & median pay gap are significantly lower than permanent. However, significant reduction in population have skewed data.
- **Bonus Rebalancing**
 - Bonus pay gap remained significant. More women received bonuses compared to men, but the value of bonuses was higher for men.
- **BIK Trends**
 - Female employees lead in BIK, there has been a slight increase for both genders from 2022.
- **Quartile Analysis**
 - Women's representation in the upper and upper middle quartiles decreased, while the percentage in the lower quartiles increased. This shift indicates that fewer women occupy the higher-paying roles compared to the previous year due to redundancies.

Challenges

- **Challenges since GPG was introduced in 2022**
 - Redundancies & ending of fixed-term contracts (FTCs).
 - Challenges due to current industry climate.
- **Animation industry is predominantly male-led**
 - Many high-paying roles occupied by employees from overseas who are hired on work permits. These individuals often serve as the sole providers for their families back home.
 - Female candidates from overseas are less likely to take on these roles due to a reluctance to relocate.
 - Filling these positions is particularly challenging as they require highly specialised skills.

Our Commitments

- **Targeted Retention Strategies**
 - Implement initiatives to retain high-earning female employees.
- **Equitable Bonus Structures**
 - Review and adjust bonus structures to ensure fairness.
- **Promotion of Women to Higher Quartiles**
 - Develop and promote career advancement opportunities for women to balance the distribution in higher pay quartiles.
- **Continuous Monitoring**
 - Regularly track and analyse gender pay gap data to identify trends and address issues promptly.

Report End