



Gender Pay Gap 2024

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 **15.33%** from June 2023 – June 2024. 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.

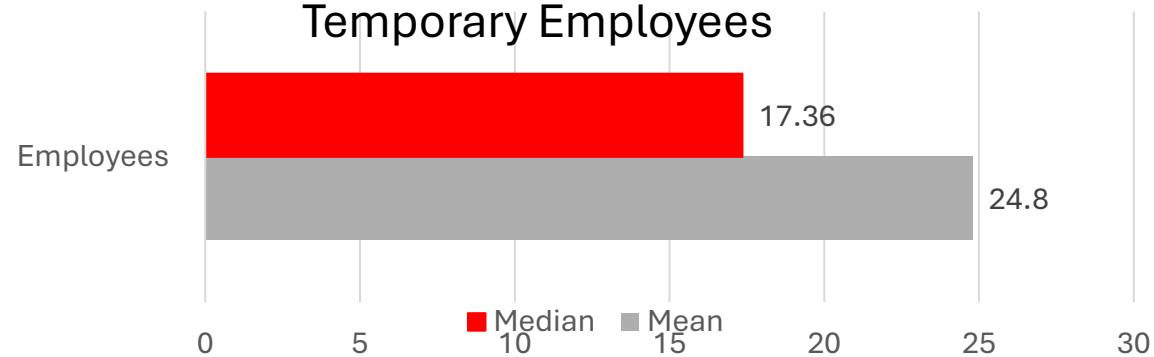
Highlights



All Employees



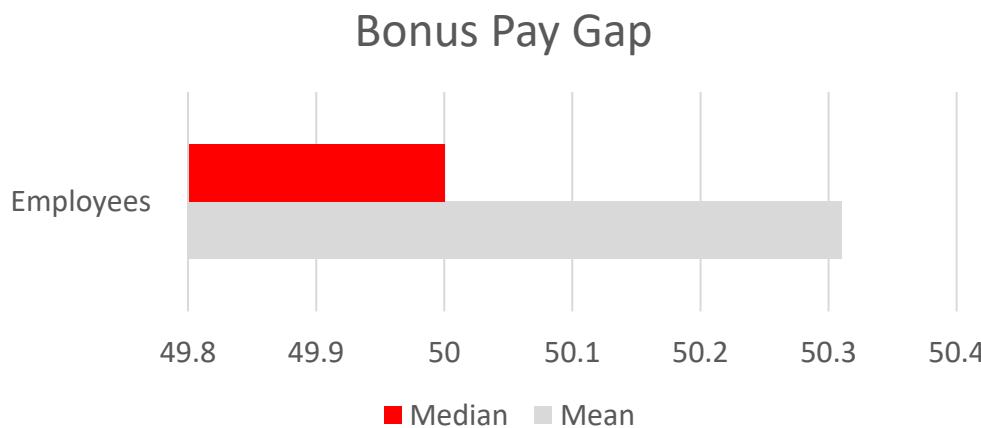
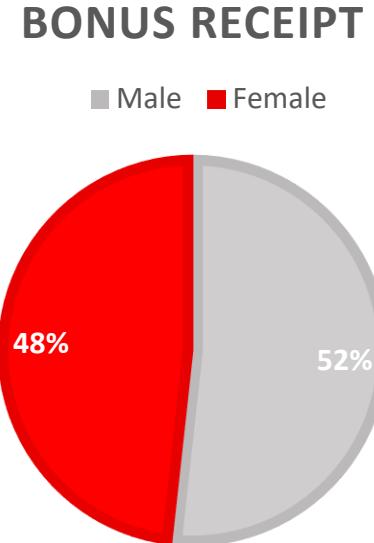
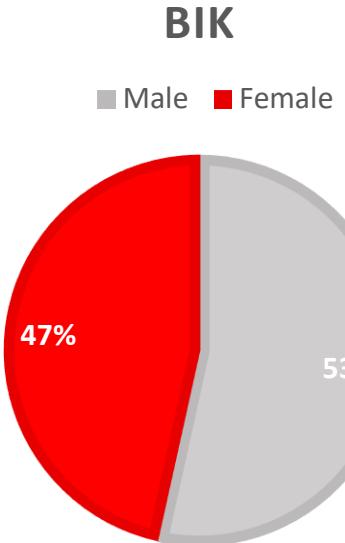
Temporary Employees



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



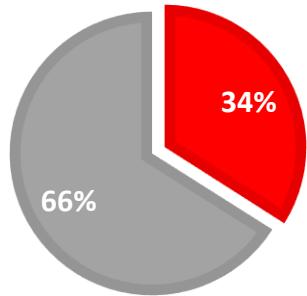
- Bonus Pay Gap : **-50.31%** (mean), **-50%** (median)
- Bonus Receipt Proportions : **27.8%** of female and **29.8%** of male employees received a bonus.
- Benefit in Kind (BIK) Proportions : **55.56%** female employees and **48.39%** male employees received BIK.

Pay Quartiles



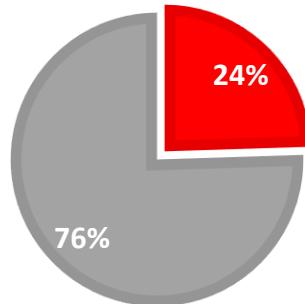
UPPER QUARTILE

■ Female ■ Male



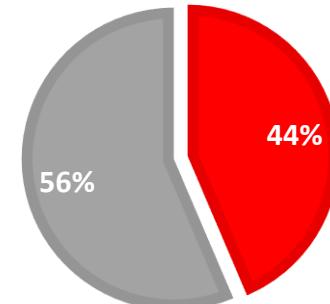
UPPER MIDDLE QUARTILE

■ Female ■ Male



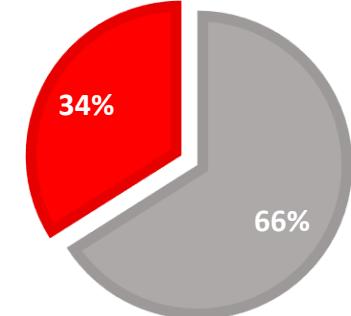
LOWER MIDDLE QUARTILE QUARTILE

■ Female ■ Male



LOWER QUARTILE

■ Female ■ Male



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**
 - The mean and median pay gaps have increased for permanent employees > showing that structural pay inequities persist.
- **Temporary Roles Disparities**
 - The new metrics for temporary roles reveal pay inequities > men occupying higher-paid temporary positions.
- **Bonus Rebalancing**
 - The reversal in the bonus pay gap shows progress, but the higher proportion of men receiving bonuses in 2024 might suggest an evolving policy that still requires monitoring.
- **BIK Trends**
 - While women still lead in BIK, there are declining proportions for both genders.
- **Quartile Analysis**
 - Women's representation in the highest quartile has slightly improved, but their declining presence in the middle quartiles and increasing representation in the lowest quartile indicates barriers to career progression.
- **Part-Time Employees**
 - We did not have any part-time male employees for comparison.



Challenges

- **Challenges since GPG was introduced in 2022**
 - Redundancies & ending of fixed-term contracts (FTCs).
 - Hiring freeze.
 - Hold on salary adjustments & internal promotions.
 - Salary adjustments implemented in 2024 are not reflected in this report.
 - 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.
- **Discrepancy in the median pay figures related to fixed-term contracts**
 - Contracts are assigned based on the duration of specific projects and are not influenced by gender.
 - Fewer females currently holding these contracts compared to males.



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.

Additional Detail

Full Time Employees



- Mean Gender Pay Gap: **15.33%**
 - Increased since 2024
 - Indicates – Systematic pay imbalances for permanent employees
 - Male employees earning more than female employees across all roles
- Median Gender Pay Gap: **24.8%**
 - Indicates disparities in distribution of pay
 - Female employees are underrepresented in lower paying roles
 - Pay progression lacks

Temporary Employees



- Temporary Mean: **23.9%**
 - Male employees appear to dominate higher-paid temporary roles.
- Temporary Median: **17.36%**
 - Indicates extreme ends of the pay scale (mean) show significant disparity, the midpoint (median) is less affected.



Report End