



Gender Pay Gap 2025

Overview



Brown Bag Films is committed to fostering an inclusive and equitable workplace where all employees have the opportunity to succeed, regardless of gender. Transparency in pay practices is a key part of promoting fairness and equality.

The mean gender pay gap this year is **12.2%** compared with **15.9%** last year. This represents a notable reduction in the average pay difference between male and female employees.

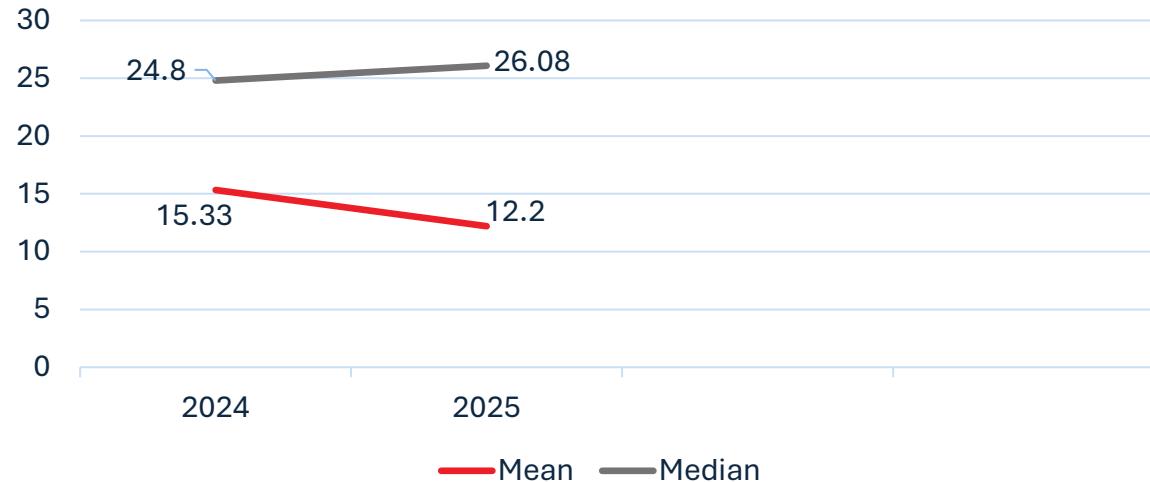
The report highlights gender representation across roles, pay quartiles, and employment types, and examines pay and bonus distribution to identify areas where disparities may exist.

By openly reporting on gender pay, we aim to maintain accountability, drive positive change, and demonstrate our continued commitment to diversity, equity, and inclusion throughout the organisation.

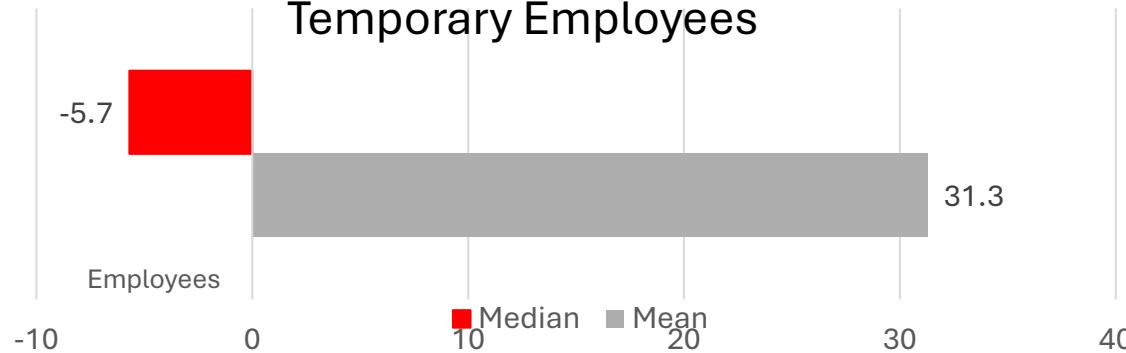
Highlights



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.

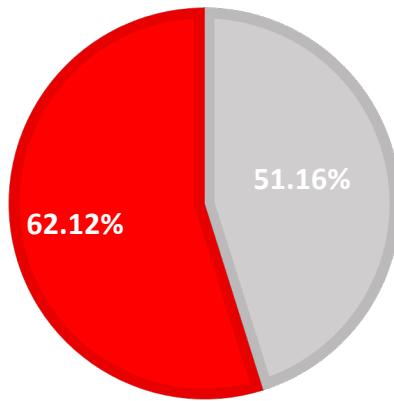
- The **median gender pay gap** is the percentage difference between the midpoint of pay for all men versus women. The mean and median bonus gender pay gap is calculated using the same method.

Bonus

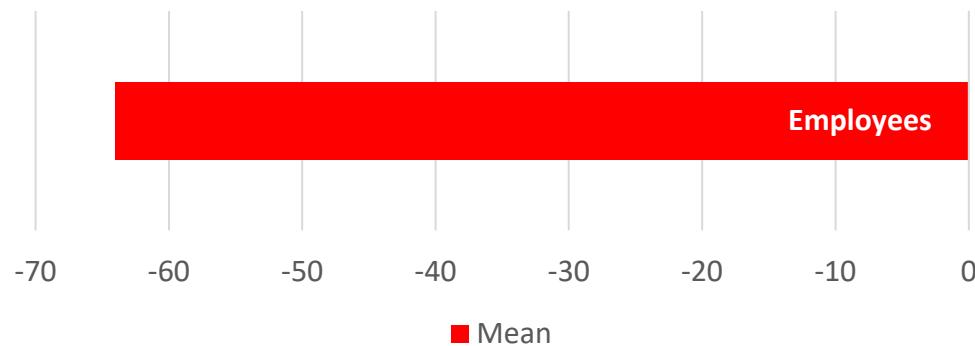


BIK

■ Male ■ Female

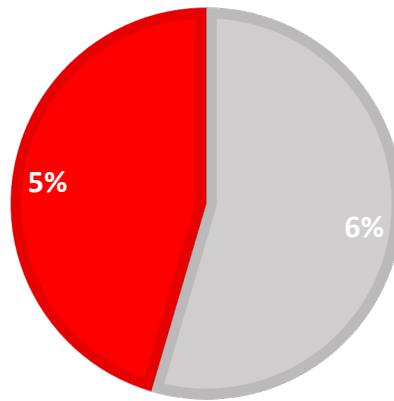


Bonus Pay Gap



BONUS RECEIPT

■ Male ■ Female



- Bonus Pay Gap : **-63.99%**(mean), **-50%** (median)
- Bonus Receipt Proportions : **5%** of female and **6%** of male employees received a bonus.
- Note- Freeze on discretionary bonus payment in 2025.
- Benefit in Kind (BIK) Proportions : **62.12%** female employees and **51.16%** male employees received BIK.

Pay Quartiles 2024 vs 2025



2025	Upper Q	Upper Middle Q	Lower Middle Q	Lower Q
Female	34.2%	31.6%	42.1%	65.8%
Male	65.8%	64.4%	57.9%	34.2%
2024	Upper Q	Upper Middle Q	Lower Middle Q	Lower Q
Female	31.5%	32.5%	40.4%	60.7%
Male	68.5%	67.4%	59.6%	39.3%

What are Quartiles?

Pay quartiles show how male and female employees are distributed across different pay levels, helping to highlight gender representation at each level of the organisation. In 2025, 34.2% of employees in the highest-paid roles (upper quartile) were women, up from 31.5% in 2024, showing modest progress in senior roles whilst still lower than men at 65.8%. In the upper-middle quartile, women made up 31.6% (slightly down from 32.5%), while in the lower-middle quartile, women's representation increased from 40.4% to 42.1%. The lower quartile continues to be largely female, rising from 60.7% to 65.8%. Overall, men remain heavily represented in the higher-paid roles across the organisation.



Key Takeaways

- While progress has been made in reducing the mean gender pay gap and increasing female representation in senior roles, mid-level disparities and the concentration of women in lower-paid roles remain.
- The October pay increases were not captured in this snapshot. This included a 5% increase for employees who were on the lower end of the pay scale (37 k and below) so this could have changed some of the findings which should reflect in next year's report.
- Recruitment is on the rise – we are hiring at a rapid rate, which again was not captured in this snapshot.

Challenges



- **Sector** - Animation remains a male dominated industry and males continue to occupy the highest paying roles.
- **Promotions** - Recent internal promotions, mostly mid- and senior-level roles filled by women, were not captured. These could have affected the quartile distributions and should reflect in next year's report.
- **Headcount** - Has decreased significantly since last year (total EEs included in 2024 snapshot: 214 - total EEs included in 2025 snapshot: 152) – this may have impacted the results.
- **Part Time Analysis** - There are only 2 part time female employees, so analysis was not possible.



Our Commitments

Continued focus on equity and career progression is essential to achieve long-term gender equity across the organisation

- **Enhance Female Representation in Senior Roles** - Continue targeted recruitment and succession planning to increase the proportion of women in higher-paid positions.
- **Mid-Level Pay Disparities** - Conduct regular pay equity reviews and maintain transparent pay bands to ensure fairness across comparable roles.
- **Support Career Progression** - Continue to invest in leadership development programs for women, particularly in mid-level roles.
- **Recruitment and Promotion Practices** – continue to monitor bias-free hiring processes and monitor promotion trends to achieve balanced representation.
- **Maintain Accountability and Transparency** - Report annually on gender pay gap progress and commitments for improvement



Report End