



# GENDER PAY GAP REPORT

**UK 2020**

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## Mor Weizer

### Chief Executive Officer

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This year (2020) is the fourth anniversary of publishing GPG data for Playtech, thus this memo presents an analysis of the three years progress to date.

The GPG review is an annual project and the assessment of the 2019 reporting indicators took place in Q1 2020. The review of the 2020 reporting data would normally be conducted in 2021 and was brought forward as an additional audit in collaboration with the Human Resources (HR) UK team. The accuracy and completeness of the data was achieved by discussing and sharing the results from the audit sample testing.

In view of COVID-19, Playtech announced salary reductions effective from 1st of April 2020. The timing of those reductions had a direct effect on GPG reporting data and therefore increased the risk of presenting misleading information. For that reason, extensive testing of the GPG data took place to quantify the position pre and post the salary adjustments, resulting in the calculation of two separate summaries, for the 31st of March 2020 and for the official 'snapshot' date 5th April 2020.

As part of the responsible business strategy, HR has established and developed a systematic Global Diversity and Inclusion (D&I) programme with local country accountability, with the aim to encourage equality and promote an inclusive culture.

Playtech continue to focus on 4 key objectives:

- Improve the gender balance at Board, executive and senior management levels
- Invest in and retain the next generation of leaders and talent by increasing access to networking, mentoring and training initiatives
- Futureproof workplace policies and training to support progression of talent and
- Expand investment in and support for cross-industry partnerships and initiatives to build a more inclusive sector

Going forward, with a stronger D&I governance now in place, Playtech will pursue D&I objectives, including decreasing the gender pay gap, through three workstreams:

- Continue expanding Diversity Training and Awareness Programmes for line managers and senior leaders
- Refreshing and centralising a number of human resource policies to ensure globally consistent approach to Diversity and Inclusion
- Improving the use of data to create transparency around our internal D&I performance

Playtech HR continue to support the business to strengthen the rigour in performance management processes, including efforts to ensure that remuneration and promotion processes are fair and consistent.



# Diversity Data

The data analysis and graphical representations indicate the following:

- A significant reduction of the Median Pay Gap from 63% in 2017 to 22% in 2020
- Higher representation of men in the higher salaried roles, with 82% males and only 18% females in the Upper Quartile
- Both Mean and Median Bonus Pay for males are almost double than for females, which is due to males occupying more senior positions roles where higher bonuses are paid

1. Based on UK employees only. The numbers were calculated in line the UK Government’s requirements for reporting Gender Pay Figures and covers payroll and bonuses paid up to April 2018, April 2019 and April 2020 respectively.
2. Based on hourly rate of pay. In line with the UK Government’s guidance for gender pay gap reporting, furloughed employees are excluded from the calculation.
3. Based on total bonuses received. In line with the UK Government’s guidance for gender pay gap reporting, furloughed employees are included in the calculation.

2018 - employees

2019 - employees

2020 - employees

March

April

Mean Gender Pay Gap

49.4%

32.5%

28%

25%

Median Gender Pay Gap

60.4%

31.7%

26%

22%

Proportion of males and females in each quartile pay band

	Q1	Q2	Q3	Q4
Males	18%	45%	80%	83%
Females	82%	55%	20%	17%

	Q1	Q2	Q3	Q4
Males	52%	77%	80%	88%
Females	48%	23%	20%	12%

	Q1	Q2	Q3	Q4
Males	54%	77%	81%	82%
Females	46%	23%	19%	18%

Increasing pay →

Mean Bonus Gender Pay Gap

67.0%

52.7%

49%

50%

Median Bonus Gender Pay Gap

16.7%

25.9%

31%

31%

Proportion of males and females receiving a bonus

Male  
67.0%

Female  
20.6%

Male  
74.9%

Female  
55.5%

Male  
72.3%

Female  
51.0%

## FOOTNOTE

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This note is to confirm accuracy of the data. Both payroll and bonus data were sampled and reviewed by Playtech's Internal Audit team. The payroll data reflects employees employed on the snapshot date and the 31<sup>st</sup> March to prevent misleading information.

Payroll data includes basic pay, bonus, commissions and share options gains paid as part of payroll for for the 31<sup>st</sup> of March 2020 and for the official 'snapshot' date 5<sup>th</sup> of April 2020.

Playtech's Internal Audit team sampled data and reconciled it back to source documentation.

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