



The *WALT DISNEY* Company UK

GENDER PAY GAP REPORT

2019

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WHY DOES DISNEY HAVE TO REPORT GENDER PAY GAP?

This is the third year of mandatory Gender Pay Gap reporting in the UK – a requirement for all legal entities with over 250 employees, for the period of May 2018 to April 2019. Approximately 10,000 companies across the UK are reporting their Gender Pay Gap in April 2020.



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WHAT IS A GENDER PAY GAP?

The Gender Pay Gap is the difference between the hourly rate of pay of male employees and female employees, expressed as a percentage of the hourly pay rate of the male employees. The Gender Pay Gap is reported on both a mean (average) and median (mid-point on a distribution) basis.



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IS IT THE SAME AS EQUAL PAY?

No, equal pay compares the salaries of men and women doing the same or equivalent work. This is one of the primary measurements that Disney uses to ensure a fair and equitable workplace. A Gender Pay Gap does not mean that women make less than their male counterparts doing the same job.

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The Walt Disney Company takes a holistic approach to ensuring gender equality in our workforce. We are proud of the percentage of women we employ across the organisation and that we compensate and promote people based on their roles, experience and performance.

The statistics included in the Gender Pay Gap measurement are not reflective of that holistic approach as they only measure the difference between average pay for men and women across a workforce as a whole. The Gender Pay Gap therefore does not take into account broader impacts such as whether men and women are paid the same for similar jobs (equal pay), and the complexities of a workforce within a multi-faceted organisation including technical expertise and differing responsibilities and experience.

We believe that equal pay is a more insightful measurement. Why? Because we are confident that at The Walt Disney Company UK, men and women are paid equally and fairly for doing the same job. We benchmark our compensation internally and externally and look at the skills, expertise, qualifications, experience and tenure of each candidate to establish appropriate compensation.

We have a long-standing commitment to provide more growth opportunities for women internally and continue to drive for gender diversity when hiring externally. We are also focusing on further increasing the number of women we have in senior executive roles. The actions we've already put in place include:

- Updated our UK & Ireland Family Friendly Policies so that anyone starting Maternity or Adoption Leave now receives 26 weeks full pay
- The new Family Friendly Policies also offers flexibility for second parents and anyone coming back to work after Maternity or Adoption Leave to work part-time hours on their return
- Reviewed Flexible Working options so that this is an option for all employees
- Working continuously with Disney UK & Ireland's Business Resource Groups, particularly Women @ Disney, so women in the organisation can identify and action priority areas for improvement, including Family Friendly Policies and Gender Pay
- A clear focus on diversity as part of the high-quality training available to staff
- Ensuring our job advertisements promote equal opportunities, including gender neutral language
- Ensuring diverse shortlists representative of the market are presented to hiring managers
- The recording of applicant gender as part of standard processes
- Regularly reviewing gender metrics across the company

We continue to make progress in other areas, including:

- Looking at the inclusion of additional diversity metrics, such as ethnicity, disability or sexual orientation, as part of the HR process, in line with data review and GDPR requirements
- Review the sources where we advertise in order to attract the broadest and most diverse pool of candidates
- Constantly reviewing our processes (e.g. interview panels, gender metrics) in order to attract the broadest and most diverse pool of candidates, especially at senior levels
- Focusing on a strong representation of women when we look at successors for key roles
- Developing, mentoring and sponsorship of high-potential female employees to help them with getting the experience and visibility that positions them for senior roles

At The Walt Disney Company, we believe the best workplace is a diverse and inclusive one where the best qualified candidate gets the job.

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WHAT ARE MEAN AND MEDIAN PAY GAPS?

The mean (average) is calculated by adding together all values and dividing by the number of values.

The median is the middle value in a list sorted from lowest to highest.

MEAN PAY GAP

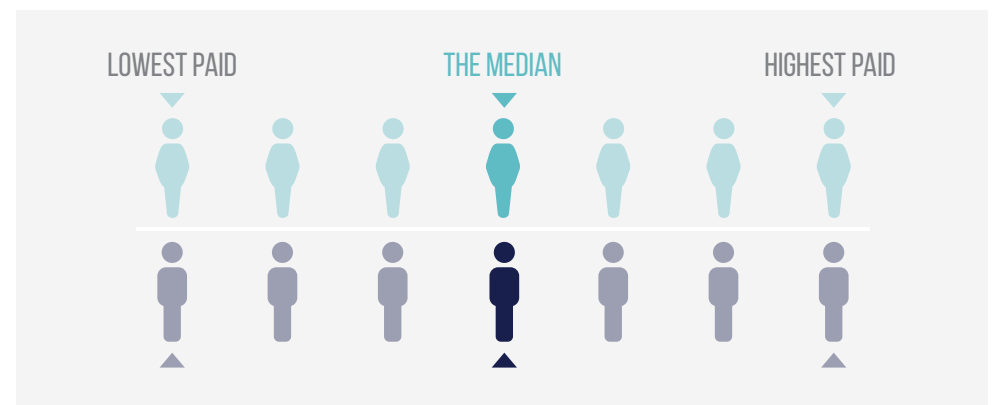
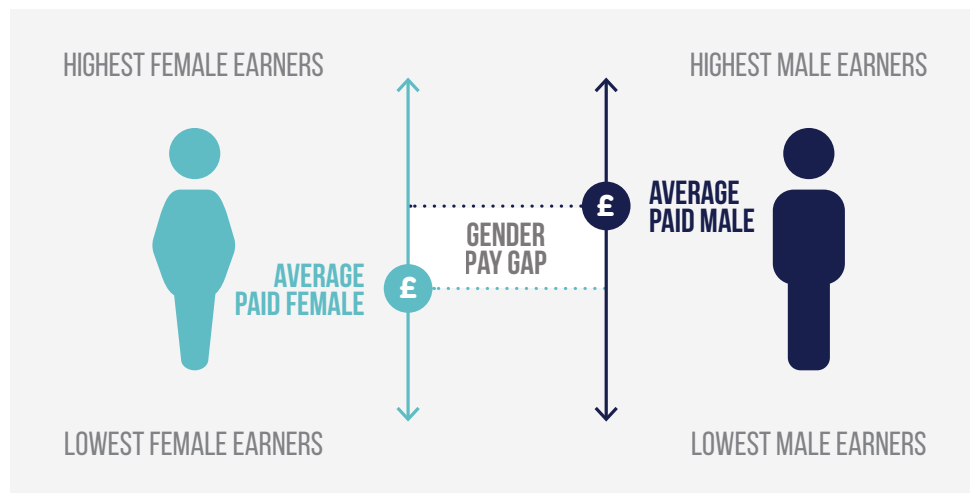
The mean is the overall average of the whole sample and can thus be subject to the influences of any extremely high or low salaries at the top or bottom of the sample. In other words, the mean is much more subject to skewing by a small number of outliers.

For example, a 20% mean pay gap means that the average pay of men is 20% more than women.

MEDIAN PAY GAP

The median is a statistic commonly used in analysing both internal pay tendency and external market norm, because it looks at the central tendency of the market or sample, showing the middle-most salary of a sample. Calculating the median involves taking all salaries in a sample, lining them up in order from lowest to highest, and picking the middle-most salary.

For example, a 15% median pay gap reflects that the average pay of women by this measurement is 15% less than men. Because the median measurement is less impacted by the highest and lowest outliers, it is closest to the experience of the typical man and the typical woman in a workforce.



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GENDER PAY GAP

The Gender Pay Gap figures outlined below show the percentage difference between the average pay for men collectively and the average pay for women collectively across the entire organisation, irrespective of roles. The mean and median gap figures are based on hourly rates of pay for all UK employees.

This table shows there is a mean hourly Gender Pay Gap of 23.8% between men and women for The Walt Disney Company UK and of 19.4% for The Disney Store organisation in the UK and a median Gender Pay Gap of 16.9% and 14.7% respectively.

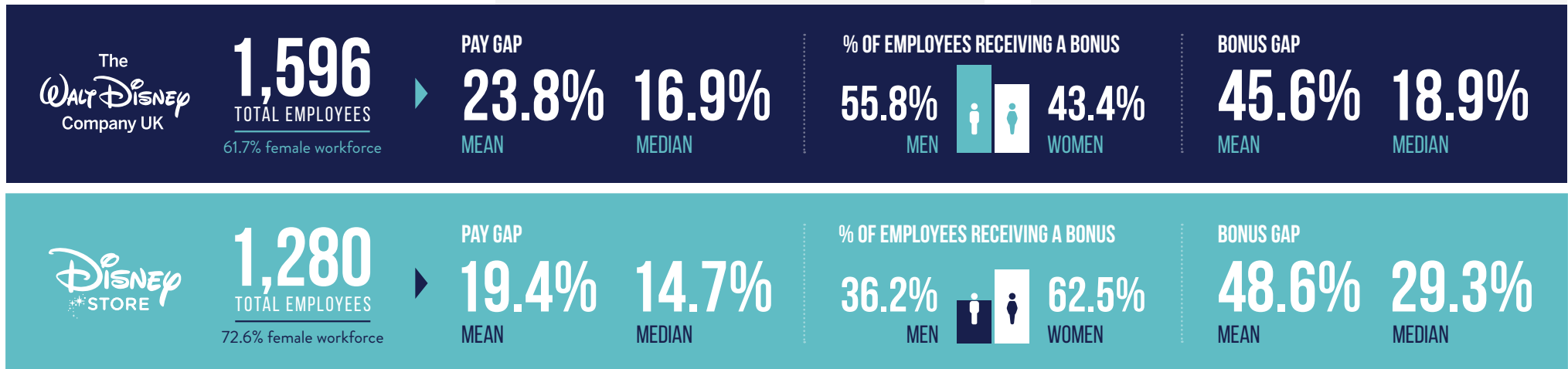
With analysis, this gap is attributed to having more men at the most senior levels of the Company and a higher proportion of women in the more junior roles of the Company. Those earning the most and the least skew the mean to a greater extent than the median which is why the mean gap is greater than the median.

BONUS PAY GAP

The bonus gap figures outlined below show the percentage difference between the average bonus pay for men collectively and the average bonus pay for women collectively across the entire organisation, irrespective of roles. The figures also reveal the percentage of male and female UK employees receiving bonus pay in the reporting time period.

The table shows that there is a gender bonus gap of 45.6% in mean bonus pay between men and women for The Walt Disney Company UK and of 48.6% for The Disney Store UK and a median bonus gap of 18.9% and 29.3% respectively.

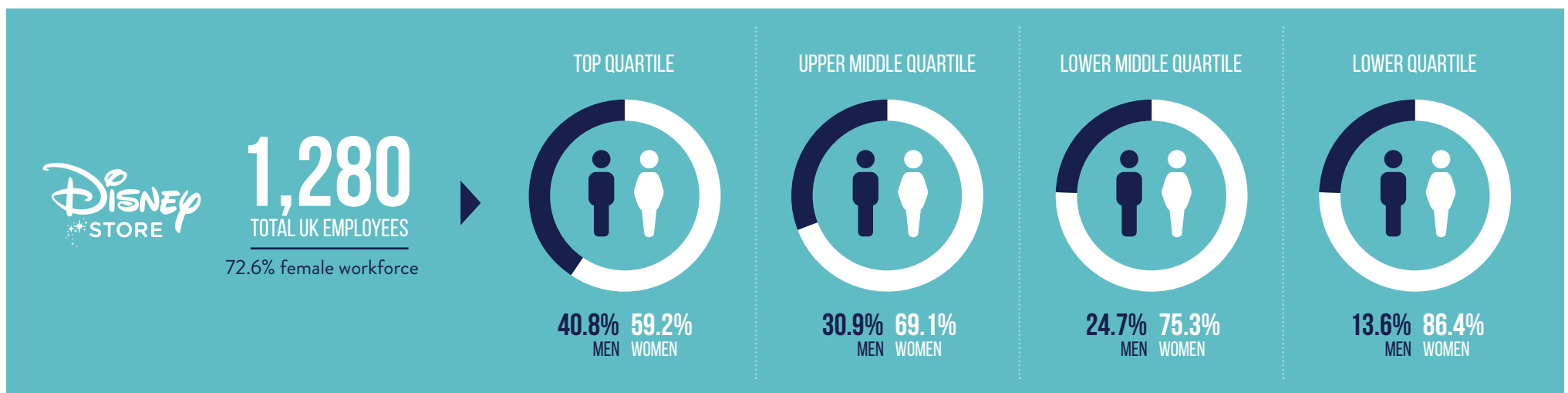
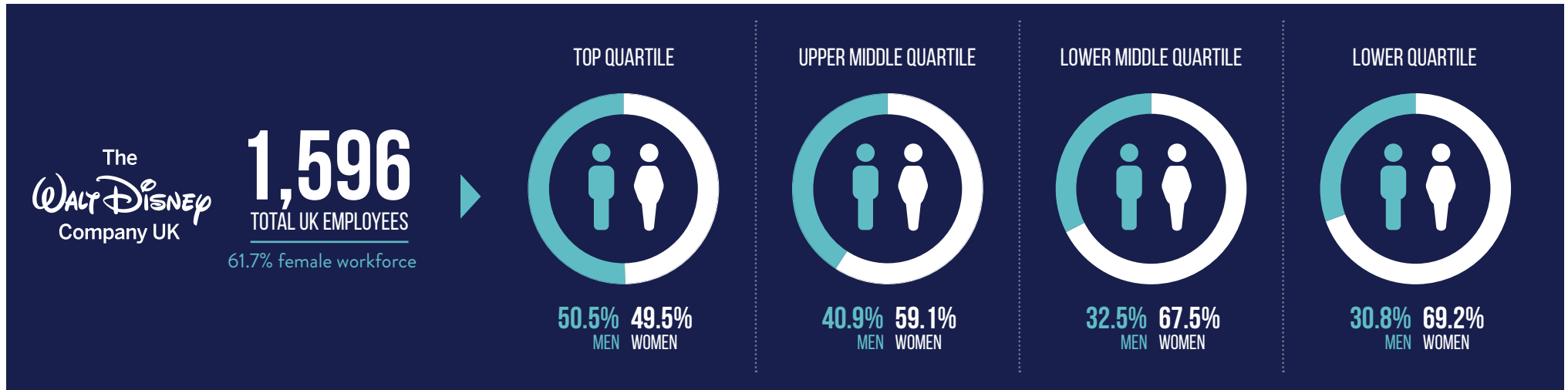
Understanding that the bonus measurement includes all types of bonus, from high cash value long term incentives to low cash value incentive vouchers, helps to explain why there is a gap. Not only is there a gap between the highest and the lowest bonuses paid across both organisations, we know that there is a greater proportion of men at the highest levels of the Company which further skews the mean. In this case, looking at the median is a more accurate reflection of the typical employee.



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GENDER POPULATION WITHIN QUANTILES

This shows how many men and women are in each quartile of the payroll based on hourly rates. As you can see in the figures outlined below, all four quartiles at both The Walt Disney Company UK and The Disney Store UK have more women than men.





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