

Banijay UK Productions Limited

Statutory Gender Pay Report 2025

Introduction

This report contains Banijay UK's statutory disclosure of its gender pay gap. All companies with 250 or more employees are now required to publish their gender pay gap under new legislation that came into force in April 2018.

Employers are required to publish the gap between men and women on both a median basis (pay per hour based on a person in 'the middle' of the distribution of pay) and a mean basis (average hourly salary). In addition, employers are required to disclose the distribution of gender pay by quartile (splitting the workforce into four groups based on their pay and then showing the proportion of men and women in these four groups). Employers are also required to disclose percentages of staff receiving bonuses by gender and the gender pay gap on bonuses.

What is the Gender Pay Gap?

Gender Pay Gap is the difference between the gross hourly earnings for both men and women across an organisation.

This is not the same as Equal Pay which is when men and women are paid the same for like work.

Gender at Banijay UK

On 5 April 2025 (the snapshot date) Banijay UK had a 59% female and 41% male workforce which is an increase in Male employees compared to the previous year.

Gender	%
Male	41%
Female	59%

Table 1: Banijay UK employees

The Gender Pay Gap at Banijay UK

The table below shows the mean and median gender pay gap based on hourly rates of pay of those employed on the snapshot date of 5 April 2025.

	Mean	Median
	%	%
Gender Pay gap	4.05%	16%

Table 2: Gender pay gap using mean pay and median pay

The gender pay gap is **4.05%** using mean pay and **16%** using median pay. This means we pay men on average 58p an hour more than women.

Gender Profile by Pay Quartiles

The table below sets out the gender distribution in terms of pay quartiles at Banijay UK.

The percentages in each quartile represent the split between male and female employees based on their pay and then showing the proportion of men and women in these four groups.

Quartile	Female %	Male %
Upper	51%	49%
Upper middle	58%	42%
Lower middle	66%	34%
Lower	62%	38%

Table 3. Proportion of gender in each quartile band

Quartile	Mean Gender Pay Gap	Median Gender Pay Gap
Upper	-0.75%	-4.17%
Upper middle	2.05%	1.61%
Lower middle	-2.03%	-5.73%
Lower	-5.75%	-6.25%

Table 5. Gender Pay Gap in each quartile

If we further break down the Mean and the Median for each quartile, we can see that we have a pay gap in favour of women in most quartiles. In the upper quartile women earn £2.50 per hour more than men however the percentage of men in the upper quartile is higher. Generally our pay is balanced, our inclusive approach is working and is reflective of the fact that we have many women in senior roles. Some years the figures are distorted by extremes in pay for a small number in individuals but as always we will continue to monitor this and address any discrepancies.

The Gender Bonus Pay Gap at Banijay UK

This report captures the mean and median differences between bonuses paid to men and women at Banijay UK in the year up to 5 April 2025. Whilst a larger number of women received a bonus (157 women in the business received a bonus compared to 98 men), 27% of women received a bonus compared to 25% of men.

	Mean %	Median %
Gender bonus gap	27%	26%

Table 6. Gender Bonus Gap

Our mean bonus pay gap reduced by 12.6% compared to the previous year. Annual Bonus payments are primarily calculated on label or company performance against financial targets. In 2024 we saw significant variables between labels on financial achievement which has a direct impact on this data.

We are committed to ensure our bonus and pay structures are fair and equitable.

Bella Lambourne

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Director of Human Resources