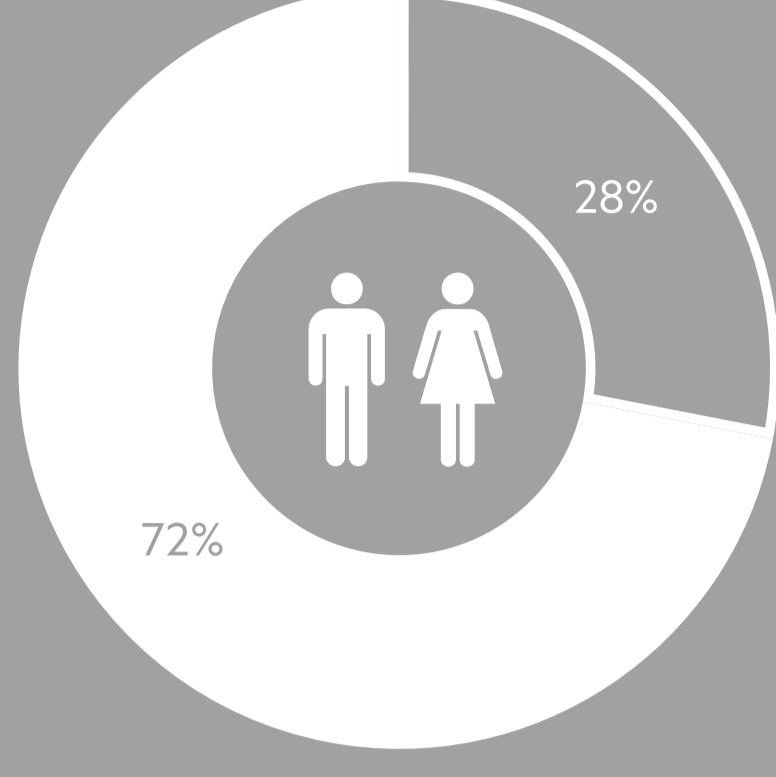


LONDON GENDER PAY GAP REPORT 2017

WE ARE PASSIONATE ABOUT HAVING BOTH A DIVERSE AND INCLUSIVE WORKPLACE AND ARE COMMITTED TO EQUALITY AND IMPROVING THE GENDER BALANCE BOTH AT THE MILL AND ACROSS OUR INDUSTRY.

THE GENDER SPLIT AT THE MILL IS
72% MEN & 28% WOMEN.

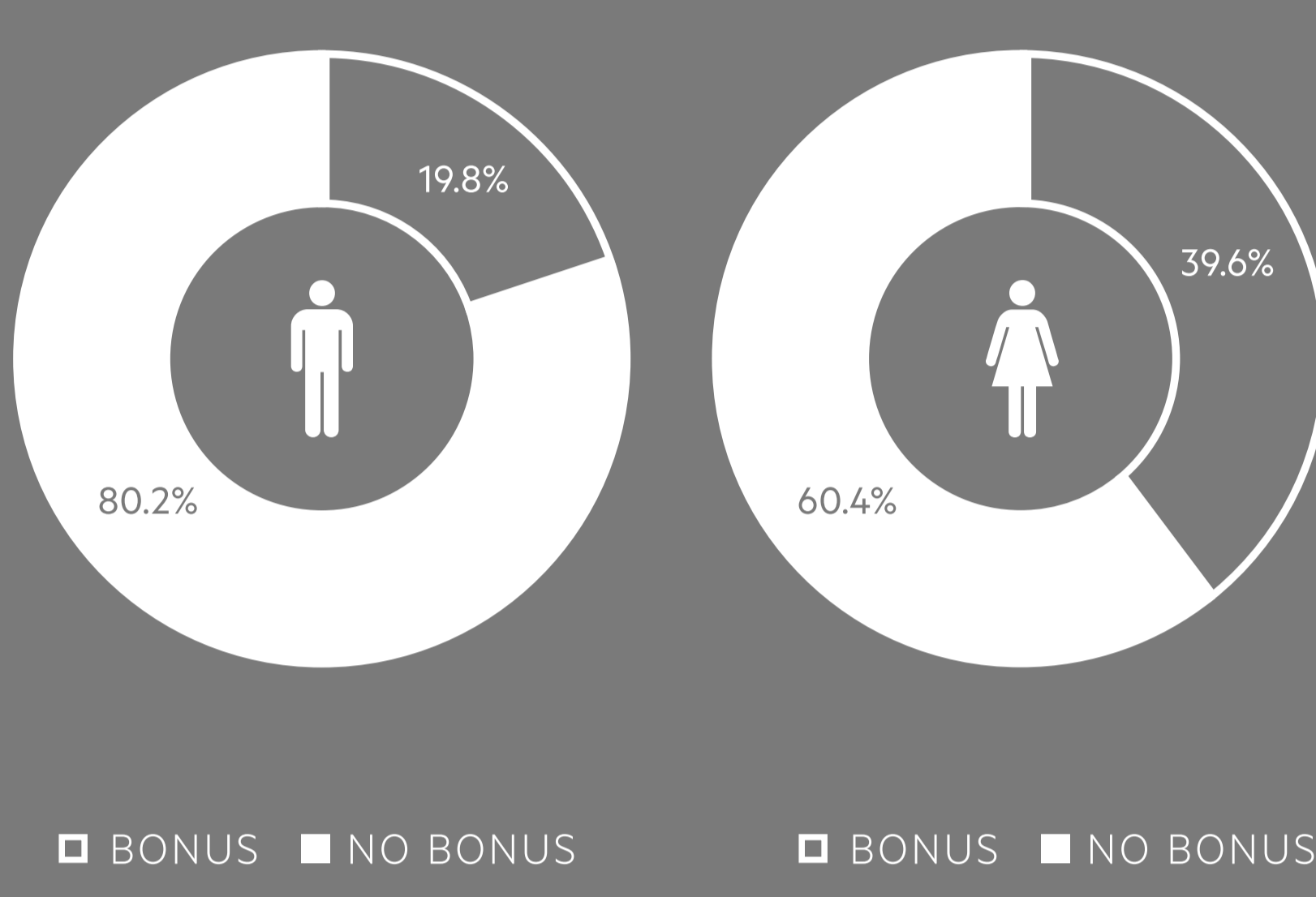


WE PAY BOTH EQUALLY FOR THE SAME ROLE AND ARE COMMITTED TO ENSURING OUR OPPORTUNITIES AND POLICIES ARE FAIR AND EQUAL FOR EVERYONE.

PERCENTAGE DIFFERENCE BETWEEN MEN AND WOMEN FOR HOURLY PAY AND BONUS

	MEAN	MEDIAN
HOURLY PAY	29.1%	27.2%
BONUS PAID	40.5%	39.7%

PROPORTION OF EMPLOYEES RECEIVING A BONUS IN 2017



PROPORTION OF MEN AND WOMEN IN EACH PAY QUARTILE



We recognise the industry is under-represented in a number of areas including gender and are committed to improving our diversity. We have focused on this in a number of ways:

TALENT & RECRUITMENT

Our Outreach programme works with schools, colleges, charities and Inclusion Networks to drive awareness of VFX as a career option including: Animated Women, Women in Advertising, Big Bang, The Princes Trust and The Brit School.

All roles are advertised internally to provide structured and clear career paths.

Our Talent team source both men and women for each open role.

We engage apprentices to provide opportunities to a more diverse pool of talent and those not attending University.

LEARNING & DEVELOPMENT

Our Management and Senior Leadership programmes provide training across all areas of people management including Unconscious Bias and Interview training.

We provide one-to-one coaching for our senior women leaders.

We have both a new-starter and group-wide mentoring programme that pairs employees from different disciplines across the business to provide career support and advice.

FAMILY POLICIES

In conjunction with UK Screen we are reviewing our industry maternity policies to ensure they are in line with market expectations and provide an effective recruitment and retention tool.

We have a 62.5/37.5 female/male split of employees working part-time. We are adding a workshop to our L&D programme to educate managers and employees on the advantages of supporting flexible working arrangements.

DIVERSITY & INCLUSION

We have an internal Diversity & Inclusion Network and Management Diversity Charter to drive inclusion initiatives and actions.

We lead an industry-wide Diversity & Inclusion committee ACCESS: VFX committed to creating change in the VFX Community. The committee has 12 visual effects facilities, 5 industry bodies and the Greater London Authority as its members.

We work with organisations including Skillset, Into Film and Next Gen to educate and raise awareness of opportunities in the VFX industry.

We deliver events to drive engagement, raise awareness and provide access and recruitment opportunities including:

- National Inclusion Week 2016, 2017 & 2018
- National Learning at Work Week 2014, 2016, 2017 & 2018
- The UK Skills Show 2017
- A Creative Hackathon with Brit School Students
- A 12 hour event for International Women's Day including workshops and advice for schools and industry
- An Industry Connect event with BAME talent and VFX industry role models
- A Careers Advisors education event and breakout workshops
- A Disabled Creative Talent networking event with VFX industry professionals



- WEBSITE
- INSTAGRAM
- TWITTER
- FACEBOOK
- YOUTUBE
- LINKEDIN

PRESS:

- LITTLE BLACK BOOK
- INTO FILM
- LONDON MAYOR
- BROADCAST
- THE MILL
- CAMPAIGN LIVE
- ANIMATED WOMEN UK
- 3D ARTIST

ON BEHALF OF THE MILL WE CONFIRM THAT OUR GENDER PAY GAP STATEMENT IS CORRECT AS AT 5TH APRIL 2017

ROBIN SHENFIELD, CEO

REBECCA INNES, HR MANAGER

THE MILL