

Mind the Gap Reporting

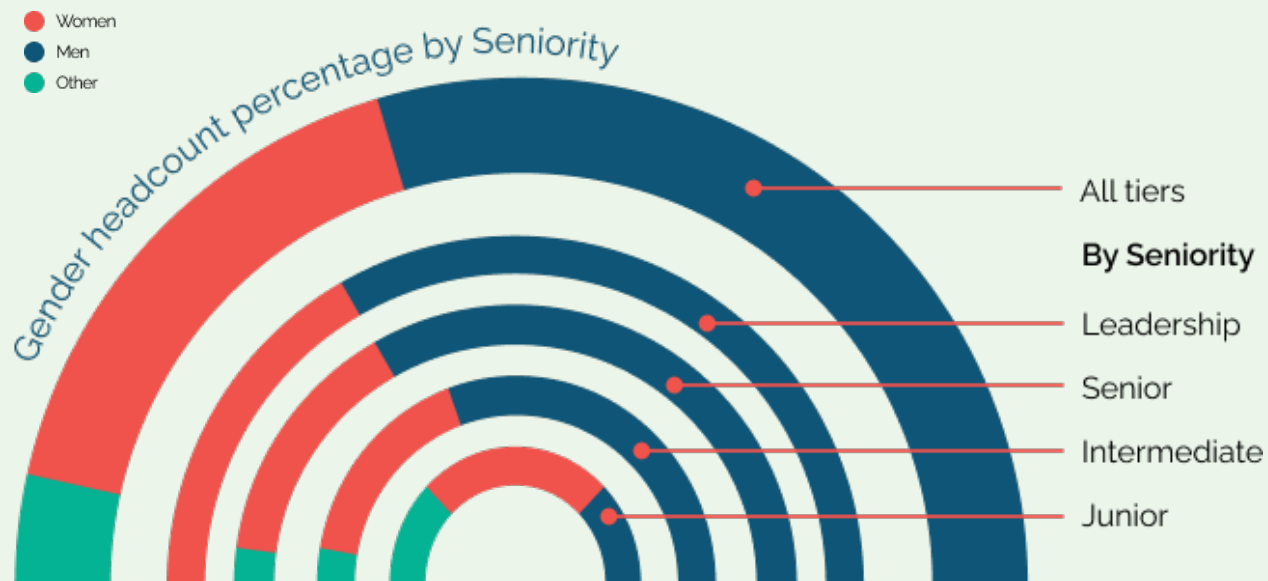
At CerebralFix, we believe that acknowledging and addressing pay disparities is key to creating a more equitable workplace for all. Through our public pay gap reporting on mindthegap.nz, we not only hold ourselves accountable but also contribute to the broader conversation surrounding equality in the workforce. Our commitment to transparency reflects our core values, and we remain steadfast in our efforts to promote diversity, equity, and inclusion within our company and beyond.

Data Definition

Gender identification (female, male, other), ethnicity (Asian, European, Māori, Other Ethnicity), and sexual orientation (LGBTQIA+, non-LGBTQIA+) are self-identified by employees and reporting is voluntary.

Seniority levels and remuneration are determined by an individual's average tenure/length of skilled experience, core skills, secondary skills, technical ability, and leadership skills.

Who works at CerebralFix?



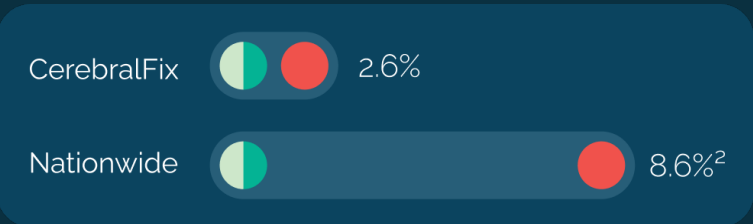
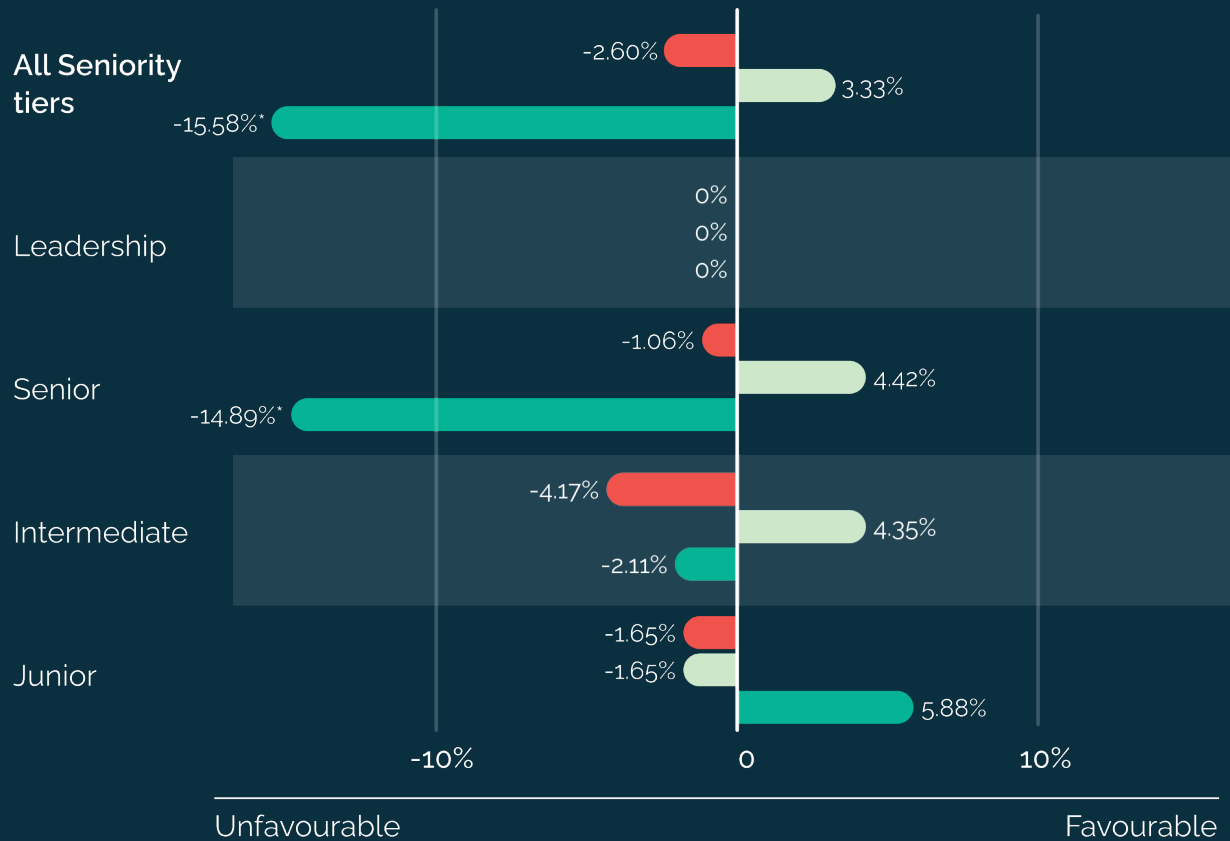
40.8%

More than one-third (40.8%) of the staff at CerebralFix identify as Female or Other Gender, which is significantly higher than the national average (22%) in the New Zealand game development industry in 2023¹.

Of the employees in the Junior seniority tier, 50% identify as female.

1. <https://nzgda.com/news/nz-interactive-media-industry-survey-2023/>

The Pay Gap by Gender Identity at CerebralFix



The gender pay gap for women at CerebralFix (2.6%) is almost a quarter of the nationwide average (8.6%)².

- Across all seniority tiers, males are paid around 3.3% more than individuals who identify as female or non-binary.
- The largest gap (14.89%) is seen within the Senior seniority tier by Other Gender individuals.

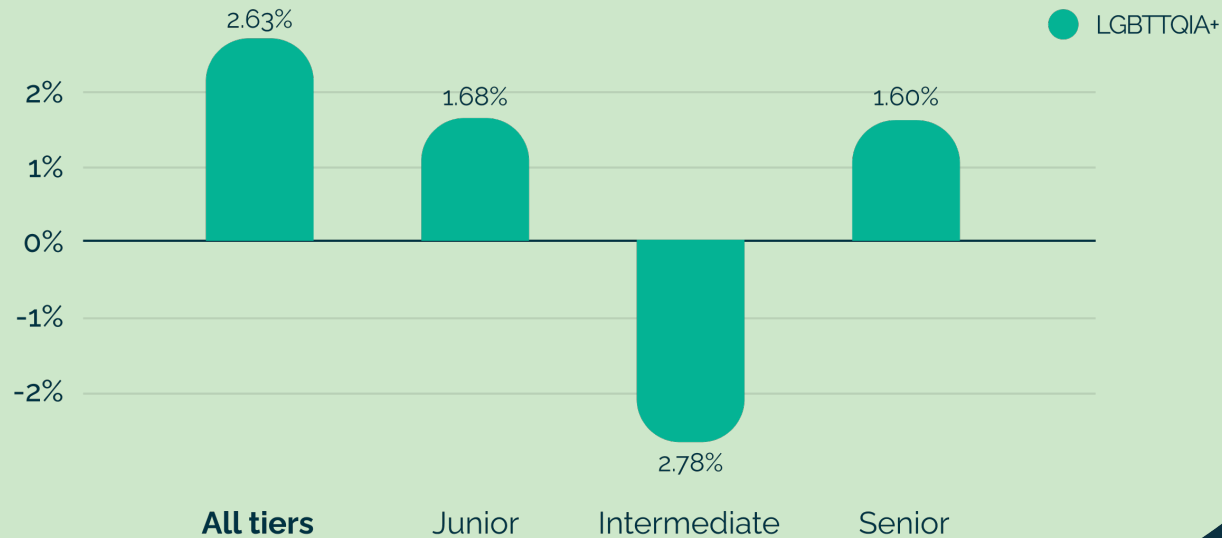
² <https://www.women.govt.nz/women-and-work/gender-pay-gap>

*The disparity in pay for individuals who identify as Other Gender at the senior level has been skewed by a small sample size at this tier.

● Women ● Men ● Other

The Pay Gap by Sexual Orientation at CerebralFix

People who identify as LGBTTTQIA+ make on average 2.6% more than those who do not identify as LGBTTTQIA+.



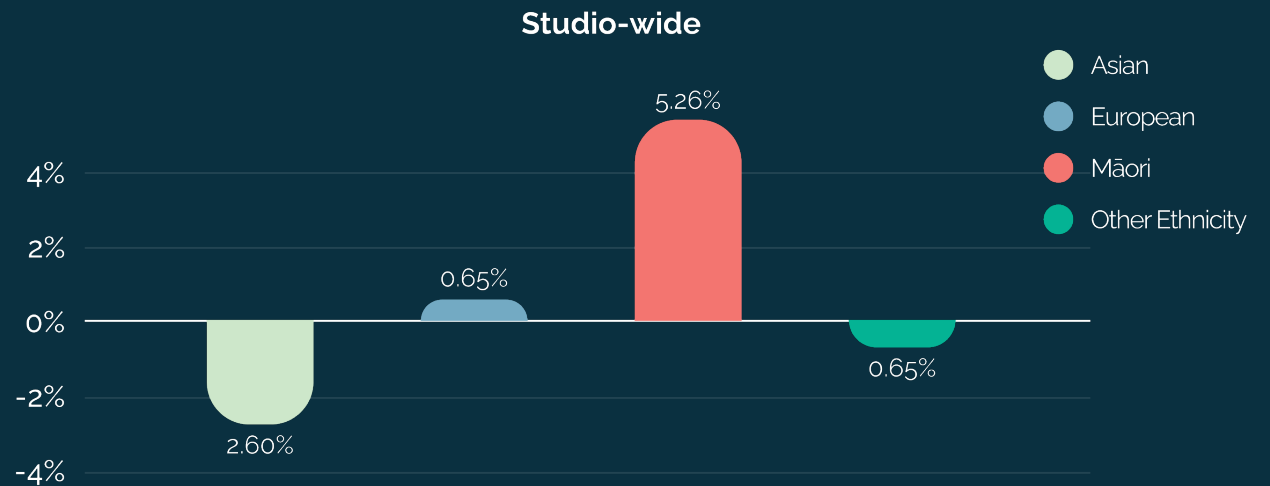
The Pay Gap by Ethnicity at CerebralFix

7%

of the staff at CerebralFix are Māori and on average they make 5.3% more than others.

2.6%

The largest pay gap in ethnicity across the studio is seen in Asian people who make 2.6% less than non-Asians.



What we're proud of

2.6%



The gender pay gap for women at CerebralFix (2.6%) is less than half of the national average (8.6%).

33%



Women make up a greater percentage of the CerebralFix staff (33%) than they do in the New Zealand game development industry as a whole (22%).

18%



18% of CerebralFix staff identify as LGBTTQIA+, which is significantly higher than the wider New Zealand game development industry (10%).

2.6%



People who identify as LGBTTQIA+ at CerebralFix make 2.6% more than those who do not identify as LGBTQIA+.

5.3%



Māori people who work at CerebralFix make 5.3% more than non-Māori.



Our Commitment

- We are committed to reporting annually on our pay gap analysis
- We are committed to building a committee that will meet twice a year to review the analysis and make suggestions for positive action to the Senior Leadership Team at CerebralFix. This committee will be representative of different genders, sexual orientations, and ethnicities where possible.