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## **GENDER PAY GAP REPORT 2022**



# WHAT IS THE GENDER PAY GAP?

Enacted in 2017 the UK Government's Gender Pay Gap (GPG) reporting legislation is an amendment to the [Equality Act 2010](#) and requires employers with over 250 staff to publicly [report](#):

- The proportion of males and females in each pay quartile
- The Mean and Median gender pay gap in hourly pay
- The Mean and Median bonus gender pay gap, and the proportion of males and females receiving a bonus payment

The gender pay gap is different to [equal pay](#) and the wider terms of the Equality act which ensures fair pay for men and women working in the same position.

## THE GAMES INDUSTRY LANDSCAPE

The Gender Pay Gap in the UK overall has reduced in the last decade, but it is still favourable to men. April 2021 data shows that the games industry has a median gender pay gap of [17.1%](#), compared to a national median of 7.9%. Change in the industry appears to be slow considering the data in 2018 for the games industry was [17.9%](#).





# nDREAMS GENDER PAY GAP DISCLOSURE

nDreams is a leading VR developer and publisher. We have four development studios: nDreams Studio, nDreams Studio Orbital and nDreams Studio Elevation, along with the newly-acquired Near Light (too recent an addition to factor in this data). Meanwhile, our Group HQ in Farnborough, Hampshire provides all the creative and operational expertise our studios need to bring world-class VR games to the world.

We believe nDreams has achieved pay equity by role for men and women and we make considerable effort to ensure our remuneration practices are fair and regularly reviewed.

This report has been prepared in compliance with the Gender Pay gaps Regulations 2017 and the figures represented below reflect accurate employee data gathered on 5th April 2022.

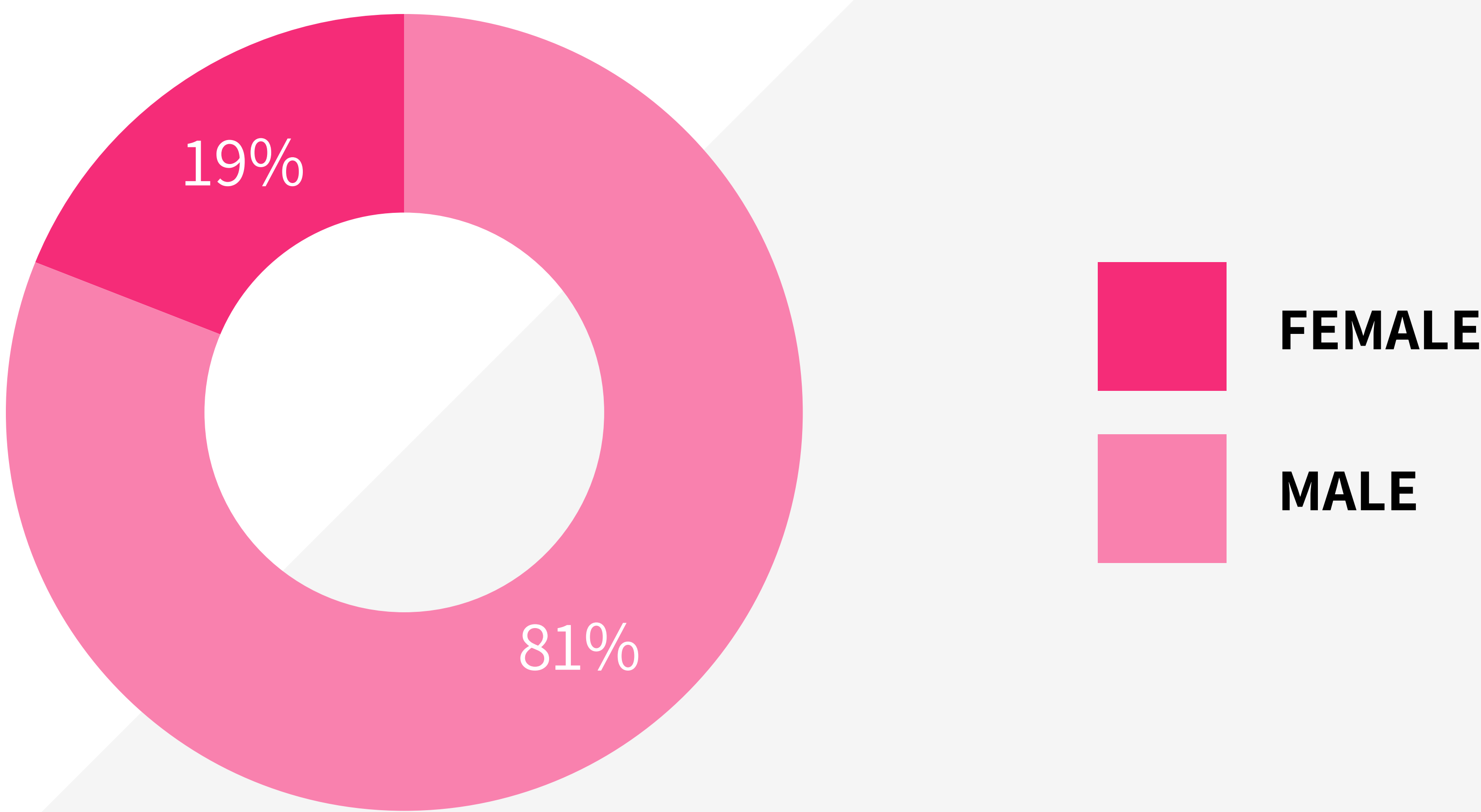




# 1. GENDER REPRESENTATION

For this pay gap report 121 employees of nDreams limited, (19% women, 81% men) were surveyed, a slight reduction from the 22% women in 2021. We recognise that lack of women leadership in games is an industry-wide issue, and we are committed to changing this imbalance through our EDI and Talent Attraction, Selection, Development, Engagement and Retention (EDI) strategies.

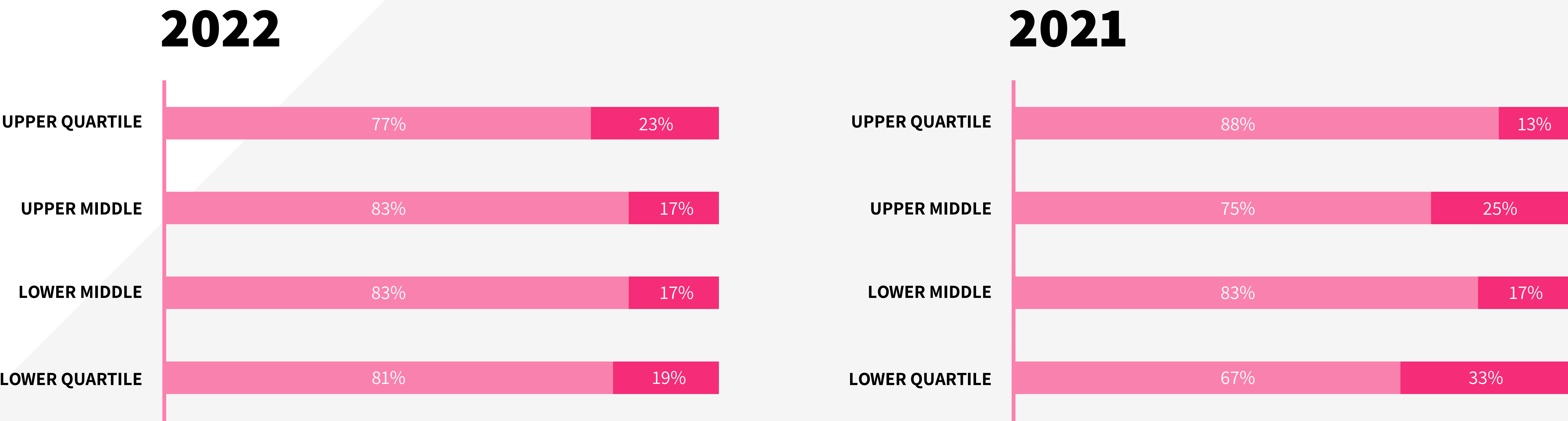
**NOTE:** While 2% of nDreams staff were non-binary in the measured period, this report was compiled in accordance with the UK government’s gender pay gap reporting requirement for binary data, meaning that team members identifying as neither men nor women are not reported on here.



# 2. PAY QUARTILES

Quartiles are calculated by listing all employees from lowest to highest pay, before splitting the list into four equal sized groups and then calculating the percentage of men and women in these groups.

nDreams has a fairly even distribution of men and women across all quartiles in the business, although nearly 23% of women are in the top quartile of pay, compared to 13% in 2021. There is also significant change on the year before where one third of all women at nDreams were in the 1st quartile. Internal promotions and active hiring have adjusted this imbalance.



# 3. MEAN & MEDIAN PAY GAPS

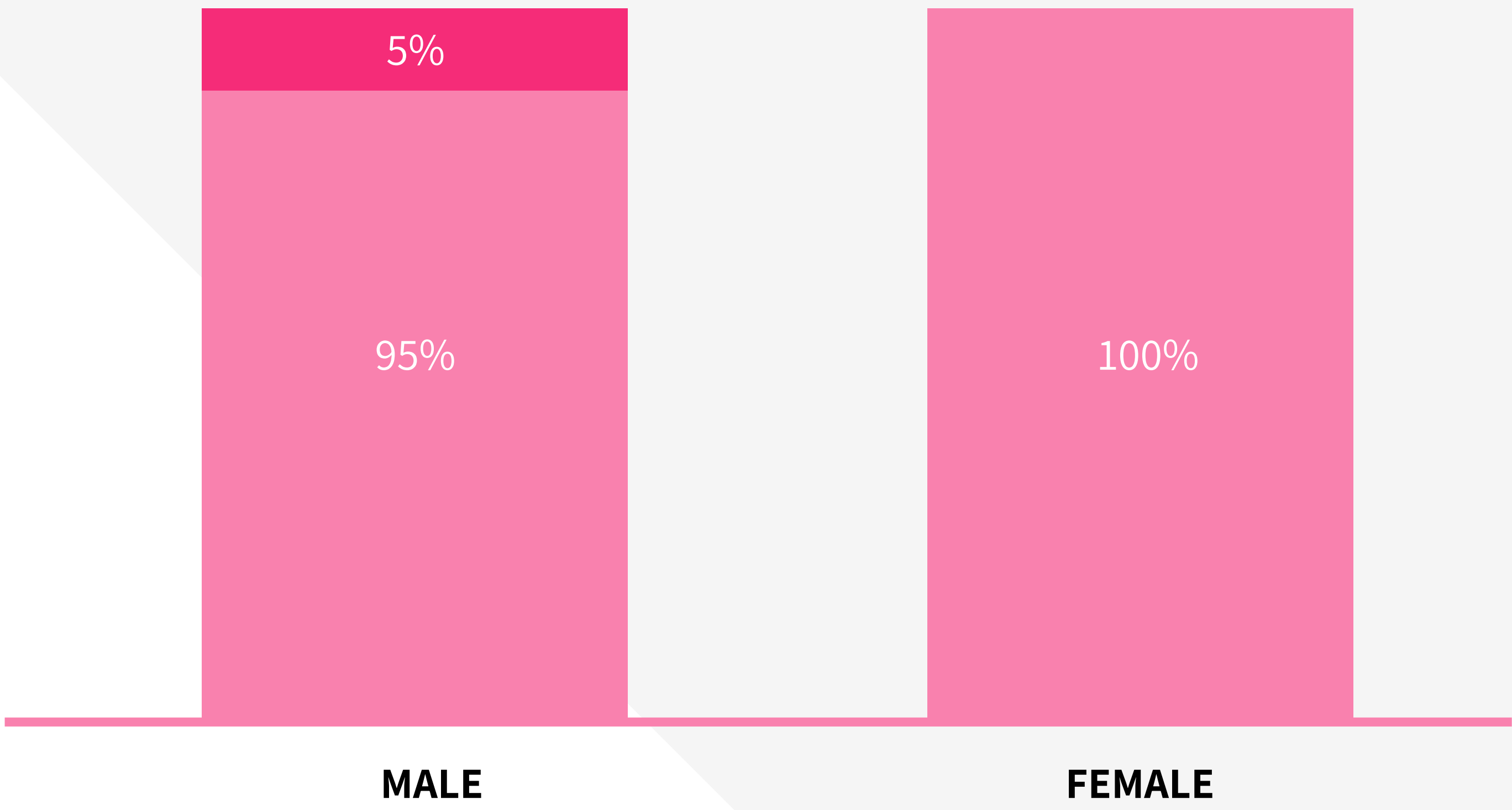
The mean pay gap compares the average pay for men and women in a business. The median pay gap compares the mid-point hourly rate of pay for all female employees with the mid-point hourly rate of pay for all male employees.

## A. MEAN HOURLY RATE

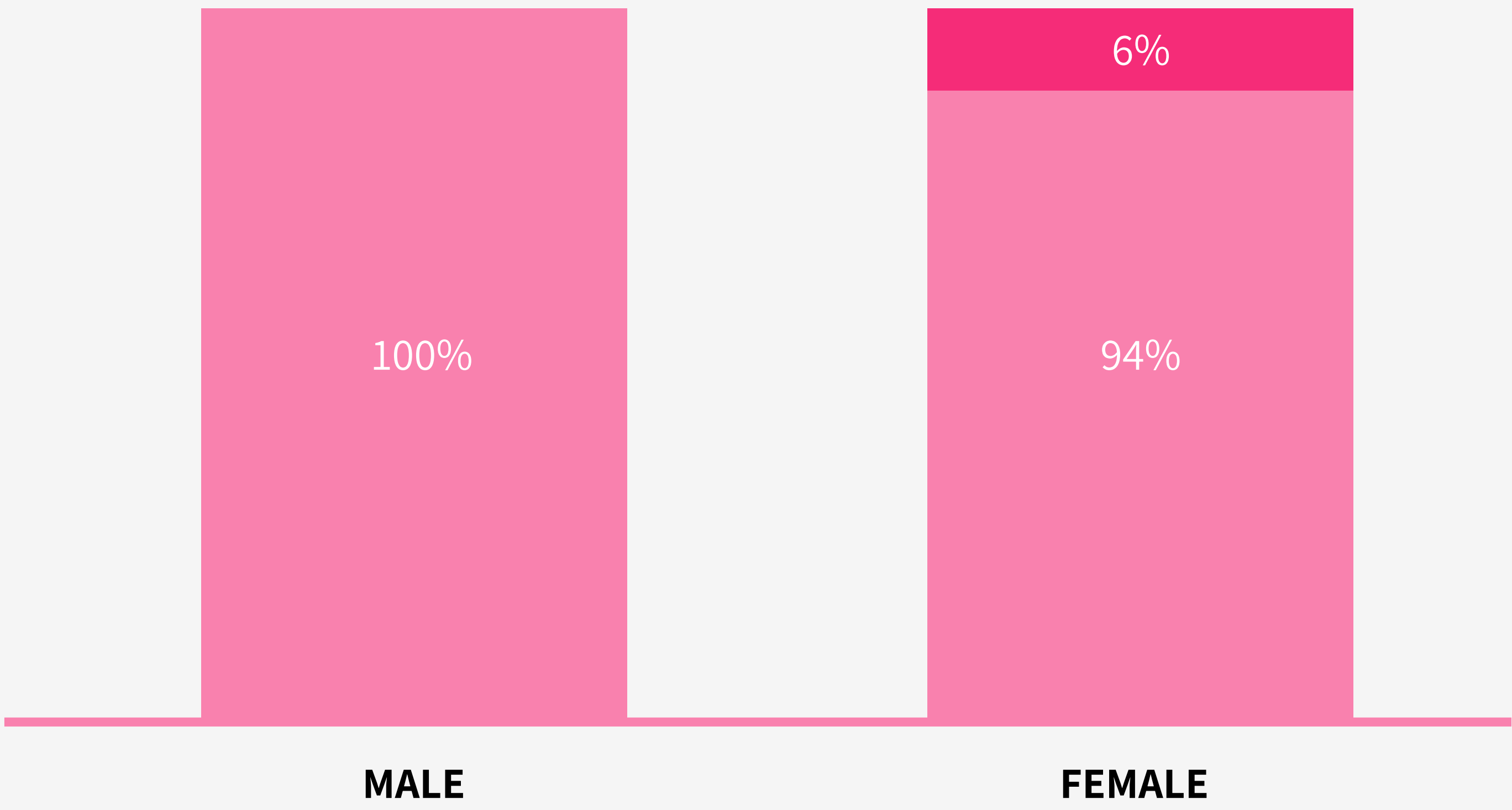
When comparing mean hourly rates, women earn £28.60 for every £27.13 that men earn, or 5% (£1.47) more. This means there is a negative mean gender pay gap. This will be due to the seniority of some of the women in the business and the number of men in the lower quartile of the business. In 2021 there was a pay gap of 6% where for every £26.03 a man earned, a woman earned £1.50 less at an average hourly rate of £24.53.

The 2022 data represents an 11% swing in average hourly rates at nDreams and can be explained by more men being hired into junior roles and more women in senior roles. In 2018, we had a gender pay gap, and in 2019 we had parity, in 2021 we had a pay gap again. The accelerated growth of nDreams over time has meant inconsistent data.

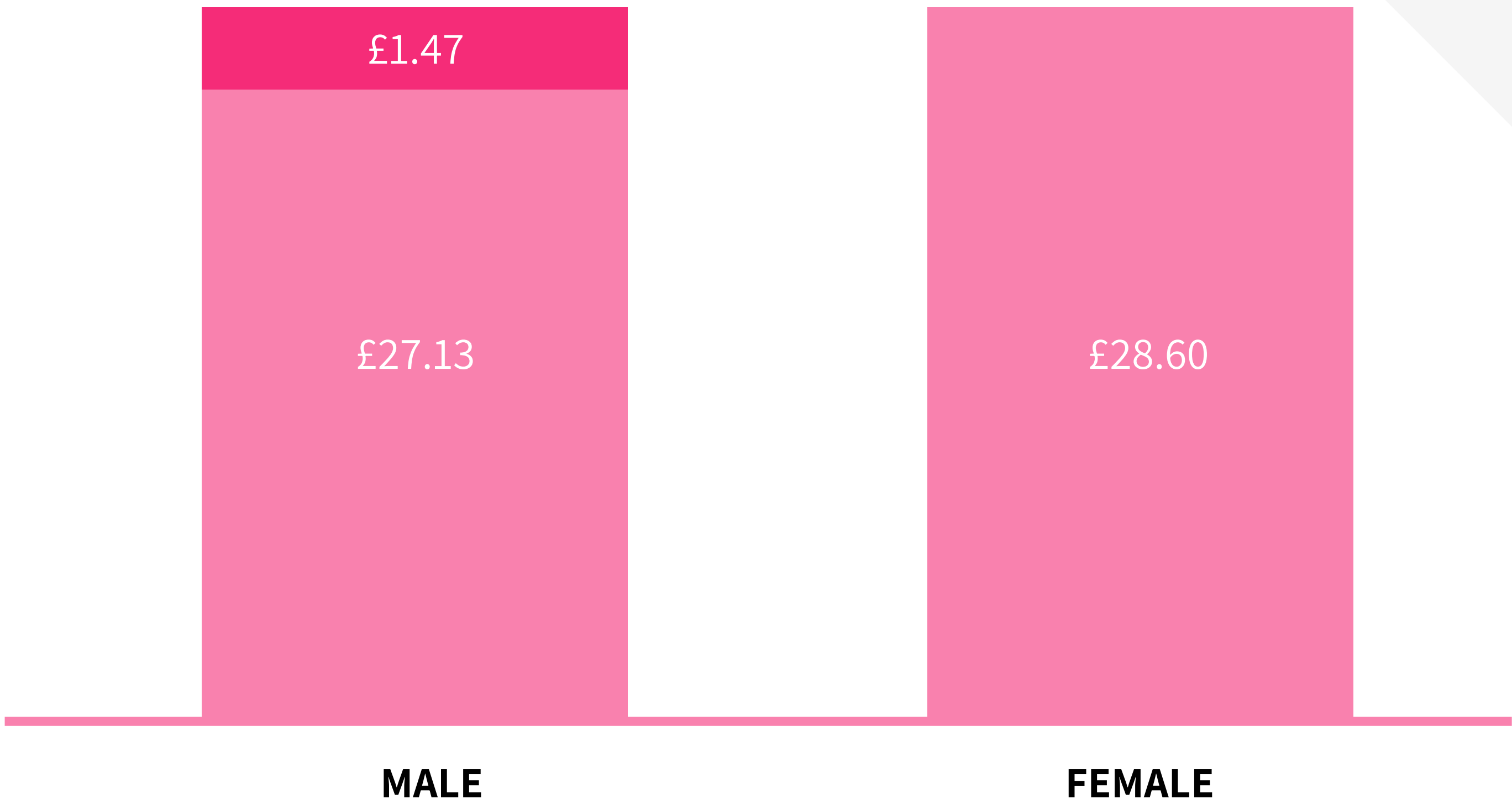
2022 MEAN PAY GAP %



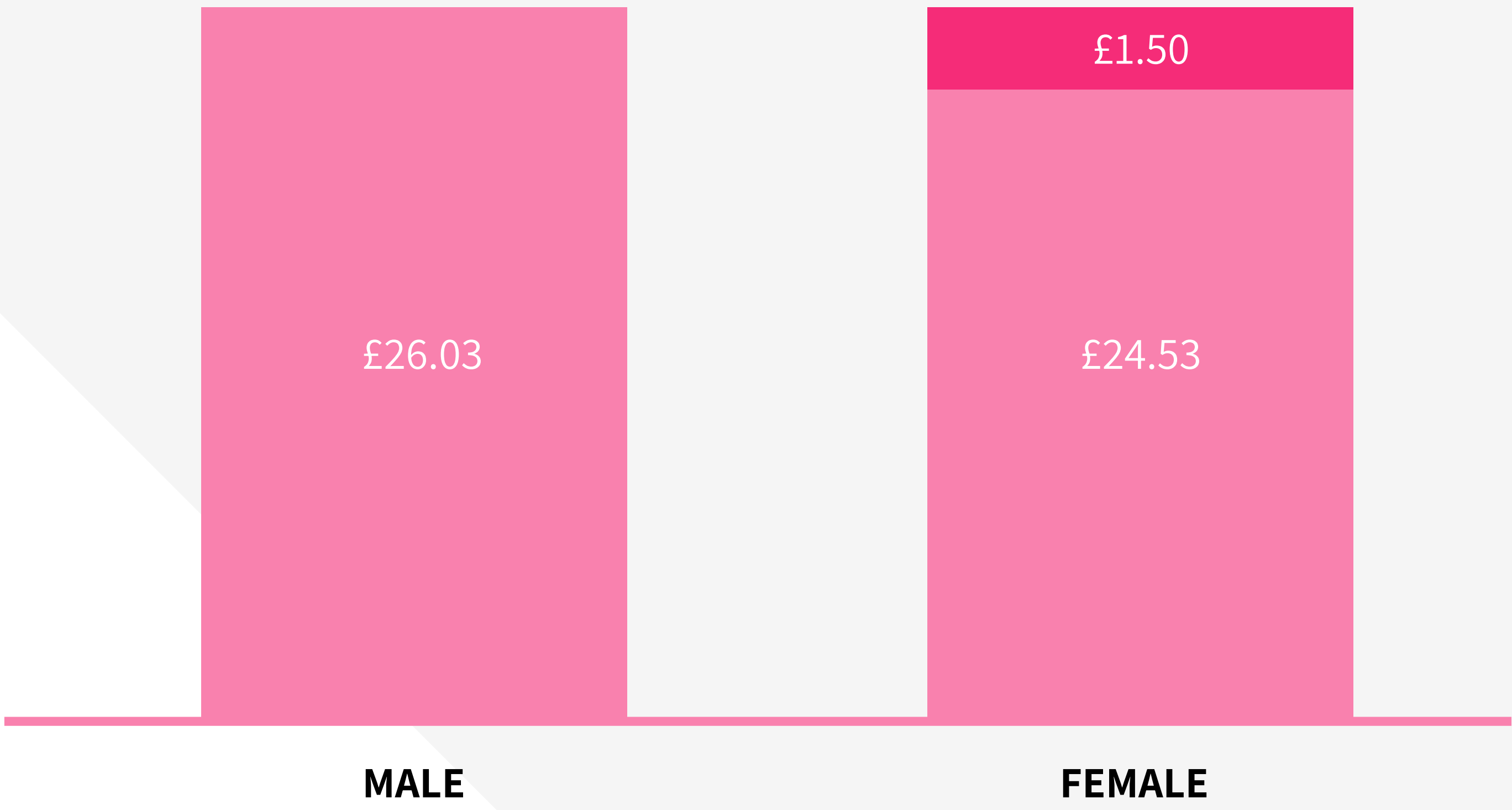
2021 MEAN PAY GAP %



2022 MEAN PAY GAP £



2021 MEAN PAY GAP £



# 3. MEAN & MEDIAN PAY GAPS

## B. MEDIAN HOURLY RATE

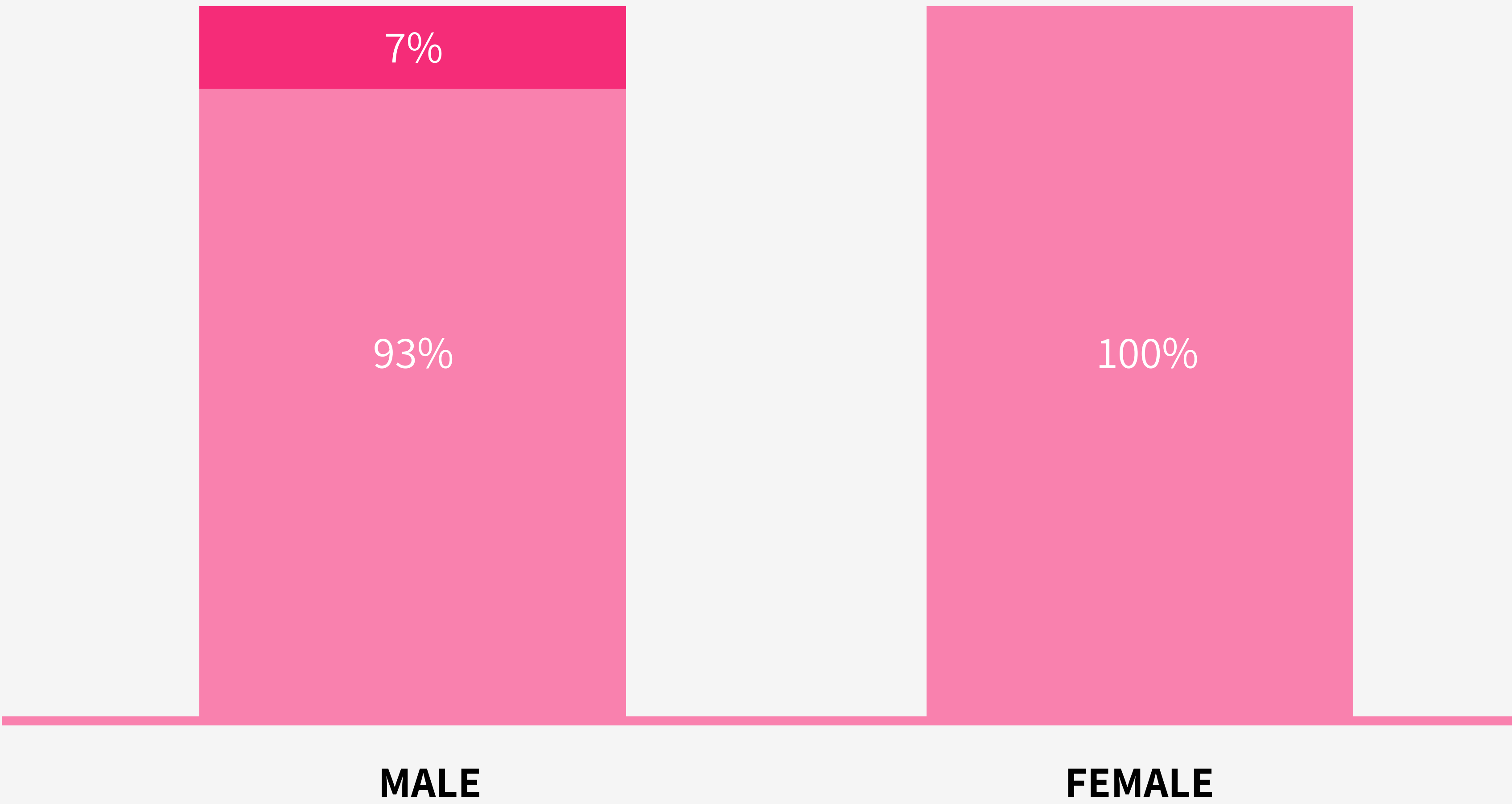
When comparing median hourly rates, women earn 7% (£1.81) more than men. This means there is a negative gender pay gap (meaning that the gap favours women). In 2021, women earned 21% less than men at nDreams, which gives a clear indication of how the seniority of women hires can influence the data.

A clear EDI strategy and the growth of the nDreams Academy in 2022, which continues to bring more diverse interns and graduates into the company, will continue to have an impact on gender pay data moving forward.

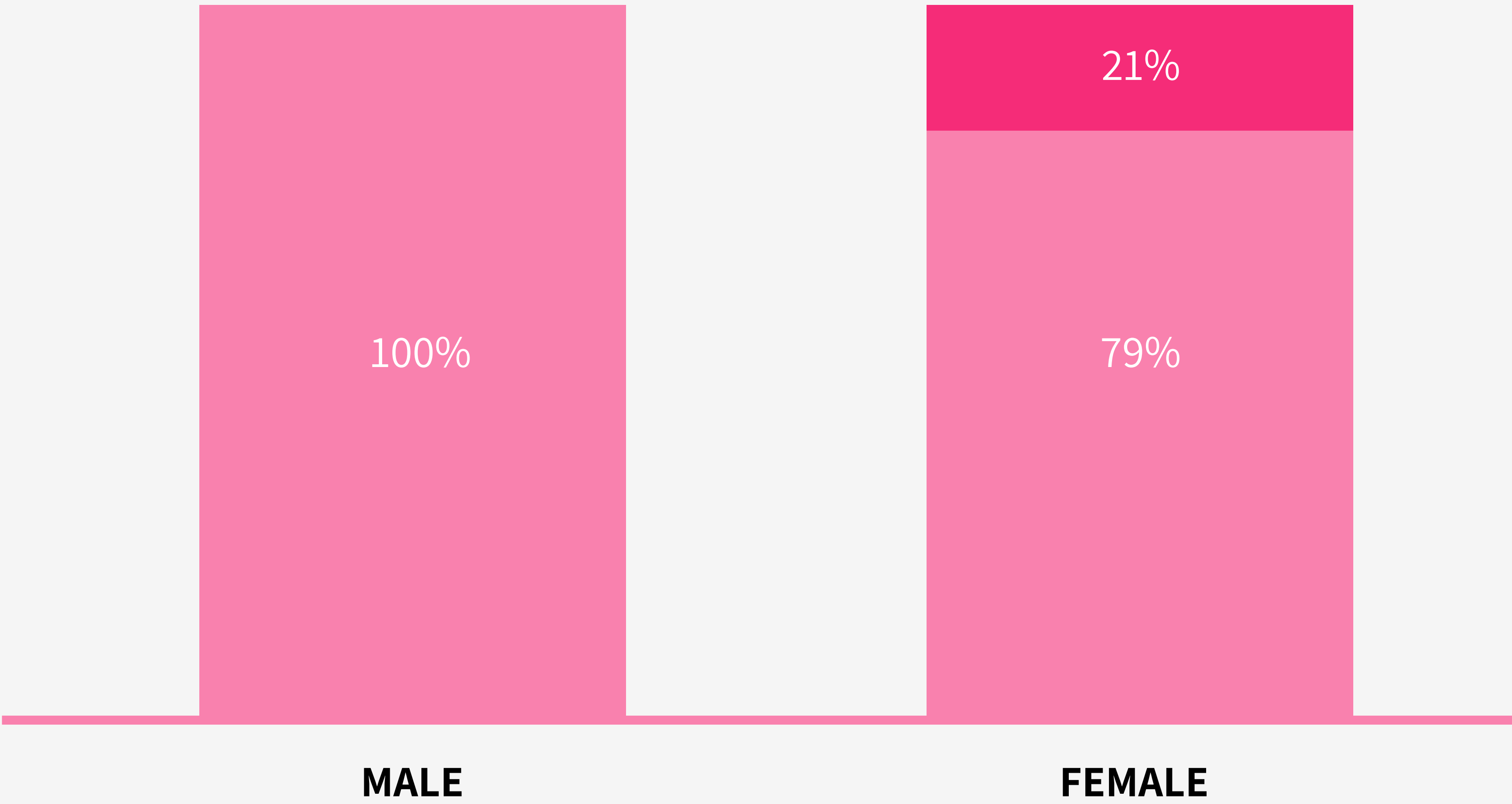
# 4. BONUSES

At nDreams we offer generous recruitment referral bonuses to all employees, but we do not have a company-wide bonus scheme, so we have not provided data at this time.

## 2022 MEDIAN PAY GAP %



## 2021 MEDIAN PAY GAP %





# OUR COMMITMENTS

nDreams aims to develop a reputation for an inclusive culture and to be an employer of choice.

Our EDI Strategy outlines the following aims:

***Diverse leaders and teams***

- Inclusive culture and leadership
- Increasing our diversity
- Diverse supply chain

***Game development – In-game representation and accessibility***

- Products with character diversity in mind
- Mandatory diverse representation
- Cultural consultation
- Accessibility as standard feature design
- Inclusive practices within the business

***Engagement Collaborations and Partnerships***

- Quarterly EDI Meetings
- Creating an EDI steering group
- Developing flexible and inclusive workplace policies
- Review decision-making processes to assess impact and effect on diversity and inclusivity
- Learning and development opportunities for everyone, encouraging employees to participate in community and cultural events

***Success, Progression and Development***

- Comprehensive management training
- Recruitment training for all hiring managers
- Fair promotion process
- Reward all staff fairly
- Provide a safe space for all staff to have a voice

***Delivery***

To deliver on these objectives, nDreams makes commitments through its nDreams Academy to:

- Provide more Outreach encounters to marginalised groups, by marginalised staff
- To ensure diverse pools for our Academy pipeline
- All Line Managers within the business will undergo Leadership training, including recruitment, unconscious bias, hormonal health training
- All staff will receive customised L&D pathways

Our HR team will ensure

- Comprehensive onboarding into nDreams when joining the company
- Fair and equal pay to every staff member for the roles they do
- Fair and equal promotion opportunities

The development studios will have a focus on:

- Diverse input
- In-game representation, using consultants when needed
- Accessibility and player-base development

Our staff will contribute to all our objectives by:

- Joining our regular EDI meetings
- Contributing to our specific slack groups e.g., LGBTea, Athena, Parents at nDreams etc.
- Collaborating with industry partners and organisations, e.g., Safe in Our World, UKIE, Special Effect, Autistica Play, G into Gaming etc.





# OUR BELIEFS

At nDreams, we believe that everyone has a responsibility to help foster an inclusive culture and help make our company an environment in which diverse staff members have a voice and feel motivated to stay.

We are fortunate to have many men in the business who take their role of allyship seriously and help foster safe spaces.

We have made considerable progress with the quartile distribution of men and women across the business, and now that we have more women in leadership roles, we would hope to see more women continuing to join at all levels which will hopefully increase our gender distribution from 19% next year.





# LET’S END THE GAMING PAY GAP

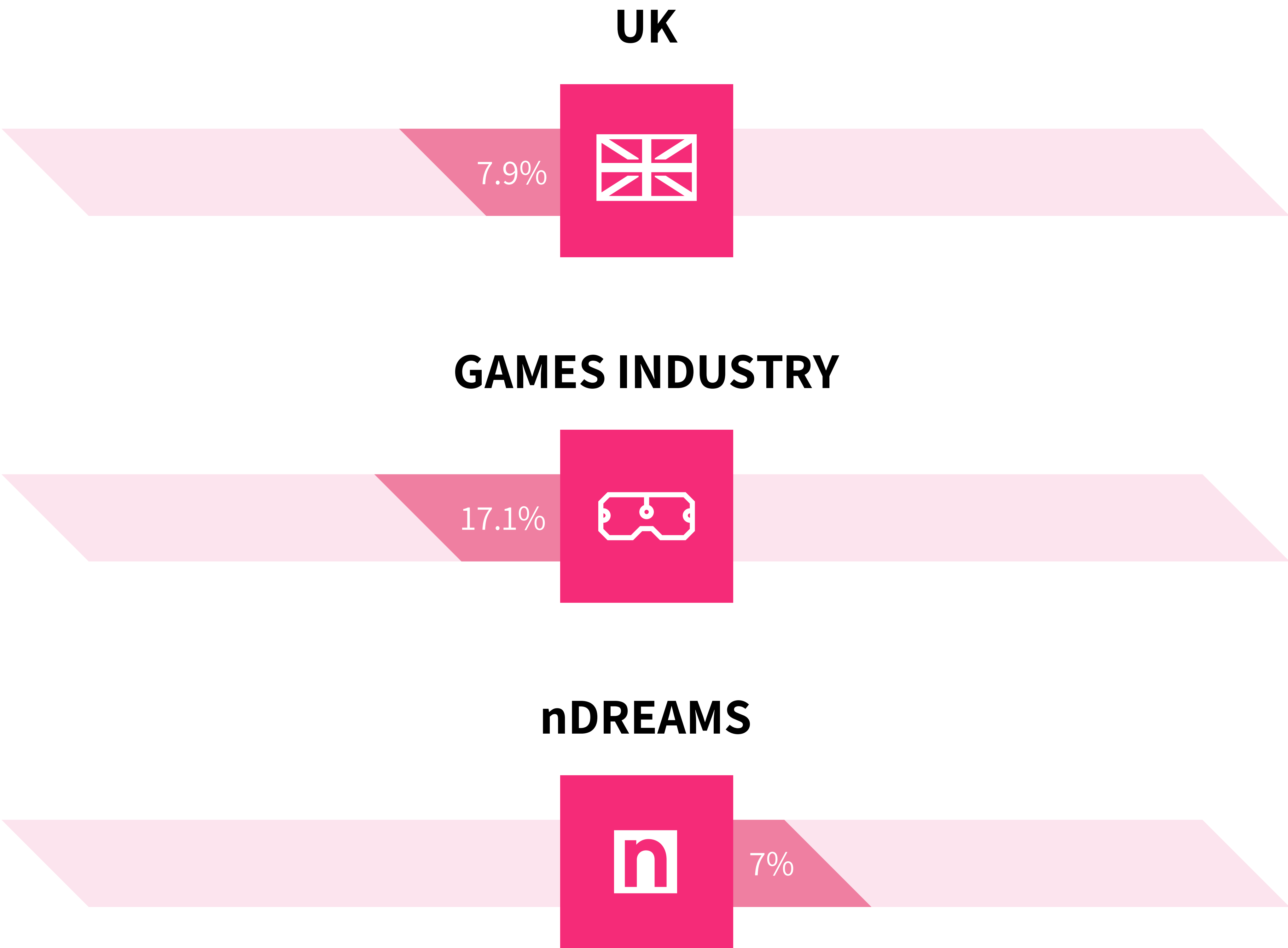
## MEDIAN GENDER PAY GAP

The gender pay gap is far from just a gaming problem, but it is one our industry faces a significant responsibility to address. An 8% median pay gap in favour of men across the UK provides an important snapshot of the broader societal context across industries, and the cultural progress that is needed. But it makes for difficult reading to see that the games industry pay gap is more than twice as wide as the national equivalent.

This makes us all the more proud to have bucked the trend at nDreams with a **NEGATIVE** gender pay gap – meaning simply that in median pay, women earned 7% more than men in this period. A multitude of factors can impact these statistics and this variance, but we’re positive that all team members are well compensated based on their specialisms and experience, and never based on their gender. We are proud of the progress this signals in our ongoing mission to ensure fair and equitable pay for all staff, although there remains much work to be done.

MEN

WOMEN







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