

**GENDER  
PAY GAP  
REPORT  
2017**

 *playtech*  
SOURCE OF SUCCESS

# GENDER PAY GAP REPORT 2017

## Introduction

*With over 5,000 people in 17 different countries, Playtech is a company built by and which thrives on people from diverse cultures, social backgrounds and beliefs. Diversity is not just part of our heritage – it is critical for the long-term growth and success of Playtech.*

*We welcome government, industry and cross-sector efforts to increase transparency about gender pay and diversity. We also recognise that industries we operate in – gaming, technology and financial services – have both an opportunity and an imperative to build a more inclusive and equitable workforce for the future.*

*This year's review of our gender pay gap data in the UK has highlighted that we need to do more to meet our ambition to attract, retain, promote and empower a truly inclusive workforce. In particular, we need to strengthen our investment in our developing a pipeline of emerging and future female leaders, as well as a more diverse talent pool generally.*

*The gender pay gap in the UK shows that we have an imbalance in pay across different segments of our workforce. Two key factors drive this gap – the first of these being the lack of women in senior roles in the UK, which will be a key area of focus over the next three years. Additionally, a significant number of our UK female workforce are employed in chat moderator roles that are, by their nature, lowersalaried, shift-based positions.*

*The Executive Committee of Playtech is committed to addressing this imbalance.*

*As such, we have set a timeline of three years to taking the following steps:*

- **Improve the gender balance at board, executive and senior management levels**
- **Invest in and retain the next generation of leaders and talent by increasing access to networking, mentoring and training initiatives**
- **Futureproof our workplace policies and training to support the progression of talent**
- **Expand investment in and support for cross-industry partnerships and initiatives to build a more inclusive sector(s)**

*These efforts will be underpinned by metrics and regular reporting to the Executive Committee to monitor and track improvements.*



**Mor Weizer** – Playtech CEO

# OUR RESULTS: ALL UK EMPLOYEES – 2017

42% of Playtech's 837 UK employees are female. The two main factors behind the gender pay gap are 1) the proportion of women in home-based, shift-orientated work and 2) low representation of women in senior leadership positions.

70% of the UK female workforce are chat moderators; home-based, shift workers who inherently work flexibly, with the role falling within the lower quartiles of our pay bands. We are pleased to be able to provide an employment option that

is flexible and can accommodate those who may not be able to work during regular business hours; for example, due to family commitments. A high percentage of employees in this role are female. This coupled

with the role's pay band position naturally has a strong impact on the gender pay gap statistics.

## Playtech Gender Pay Gap Reporting Indicators

ORDINARY PAY	Mean gender pay gap <i>based on hourly rate of pay</i>						
			53.5%				
ORDINARY PAY	Median gender pay gap <i>based on hourly rate of pay</i>						
			63.4%				
ORDINARY PAY	Proportion of males and females in each quartile pay band		Q1	Q2	Q3	Q4	
	Males		17%	45%	81%	88%	
Females			83%	55%	19%	12%	
			increasing pay →				
BONUS PAY	Mean bonus gender pay gap <i>based on total bonuses received</i>						
			62.3%				
	Median bonus gender pay gap <i>based on total bonuses received</i>						
		30.8%					
BONUS PAY	Proportion of males and females receiving a bonus						
	Males	36.7%					
	Females	19.2%					

# OUR RESULTS: ALL UK EMPLOYEES - EXCLUDING CHAT MODERATORS - 2017

To give context to any other factors that may contribute to our overall gender pay gap, we have also separately examined our gender pay data for office-based employees who typically work regular business hours.

Currently, women comprise 12% of the top 10% highest remunerated employees within the UK.

## Playtech Gender Pay Gap Reporting Indicators – office based employees only

			Q1				Q2				Q3				Q4					
ORDINARY PAY	<b>Mean gender pay gap</b> <i>based on hourly rate of pay</i>		22.8%																	
	<b>Median gender pay gap</b> <i>based on hourly rate of pay</i>		16.3%																	
	<b>Proportion of males and females in each quartile pay band</b>																			
	Males																			
Females																				
BONUS PAY	<b>Mean bonus gender pay gap</b> <i>based on total bonuses received</i>		62.3%																	
	<b>Median bonus gender pay gap</b> <i>based on total bonuses received</i>		30.8%																	
	<b>Proportion of males and females receiving a bonus</b>																			
	Males	39.8%																		
Females	43.4%																			

increasing pay →

# OUR RESULTS: VIRTUE FUSION CM LIMITED EMPLOYEES- 2017

The following chart shows data for employees of Virtue Fusion CM Limited. These employees are chat moderators who are home-based, shift employees who inherently work flexibly,

This company is a subsidiary with over 250 employees, which meets the government regulations for reporting Gender Pay Figures as a stand-alone entity.

## Playtech Gender Pay Gap Reporting Indicators

ORDINARY PAY	Mean gender pay gap based on hourly rate of pay						
			-1.0%				
ORDINARY PAY	Median gender pay gap based on hourly rate of pay						
			0.0%				
ORDINARY PAY	Proportion of males and females in each quartile pay band		Q1	Q2	Q3	Q4	
	Males		17%	12%	12%	12%	
Females			83%	88%	88%	88%	
			increasing pay →				
BONUS PAY	Mean bonus gender pay gap based on total bonuses received						
			0				
	Median bonus gender pay gap based on total bonuses received						
		0					
BONUS PAY	Proportion of males and females receiving a bonus						
	Males	0%					
	Females	0%					

# OUR RESULTS: GAMING TECHNOLOGY SOLUTIONS LTD EMPLOYEES - 2017

The following chart shows data for employees of Gaming Technology Solutions Limited. Gaming Technology Solutions Limited is a subsidiary with over 250 employees, which meets the government regulations for reporting Gender Pay Figures as a stand-alone entity.

## Playtech Gender Pay Gap Reporting Indicators

ORDINARY PAY	Mean gender pay gap based on hourly rate of pay						
			24.6%				
BONUS PAY	Median gender pay gap based on hourly rate of pay		18.2%				
	Proportion of males and females in each quartile pay band			Q1	Q2	Q3	Q4
	Males			67%	75%	87%	84%
	Females			33%	25%	13%	16%
				increasing pay →			
BONUS PAY	Mean bonus gender pay gap based on total bonuses received		60.1%				
	Median bonus gender pay gap based on total bonuses received		45.6%				
	Proportion of males and females receiving a bonus						
	Males	50.0%					
	Females	54.5%					

# OUR RESULTS – 2017

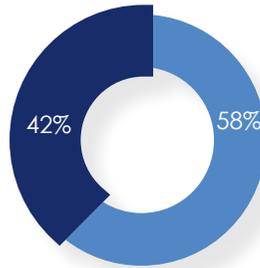
837



Total employees



% of Female Workers



% of Male Workers

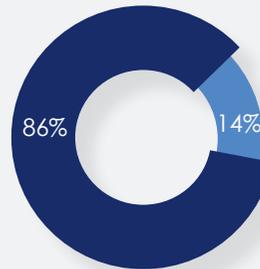
289



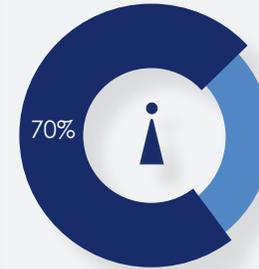
No of Chat Moderators



% of chat moderators who are female



% of chat moderators who are male



% of female employees who are chat moderators

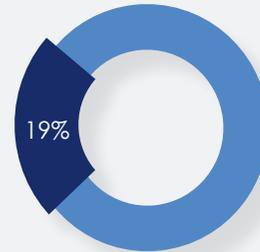
548



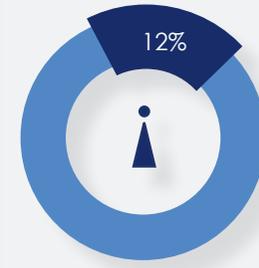
No of office-based employees excluding chat moderators



% of office-based employees who are female



% of office-based employees who are men



% of Women in the top 10%

# OUR DIVERSITY AND INCLUSION INITIATIVES AROUND THE WORLD

Whilst we recognise there is much more to do, we would like to take this opportunity to highlight some examples of how we are helping to encourage and support a strong pipeline of female talent into the sector. These are just a few the initiatives we support

around the world – and is just the the beginning of our strategy to further promote and support diversity across the company.

## ATTRACTING A DIVERSE PIPELINE OF TALENT - UK

As part of our strategy to promote diversity and gender balance in the workplace, we participated in the Women of Silicon Roundabout conference. The conference was created to inspire and connect women working in technology and includes interactive panels, workshops and networking opportunities, with the aim of getting more women interested and involved in technology-based roles.



## SUPPORTING DIVERSE TALENT WITH SKILLS, NETWORK AND EMPLOYMENT OPPORTUNITIES - ESTONIA

Playtech is proud to spearhead and engage with initiatives aimed at empowering women and underserved segments of society to access and be successful in the digital economy. In 2017, Playtech Estonia hosted the kick-off of the Tartu chapter of Tech Sisters, a non-profit organisation with a vision to inspire, educate and encourage women and girls in technology and IT. Playtech Estonia also participated in government initiative 'Choose IT'; an adult retraining programme aiming to give participants basic software developer skills. Participants receive a basic intensive training and internship in IT companies, and in 2017, we were pleased to welcome two interns to our Tallinn office. In addition, Playtech Estonia participated in a government initiative aimed at improving employment opportunities in IT for people with disabilities, with members of our team also donating expertise and hardware to a local Non-Governmental Organisation (NGO) uniting people with physical disability.



# EMPOWERING THE NEXT GENERATION OF WOMEN IN TECH: GIRLS IN TECHNOLOGY – GIBRALTAR

Playtech is a proud founding sponsor of Girls in Tech - Gibraltar. Girls in Tech is a global network of 64+ chapters, dedicated to the engagement, empowerment, education and entrepreneurship of women in STEM fields. The Gibraltar chapter opened its doors in Q1 2017, with the goal of effecting change in Gibraltar and the surrounding communities.

The year's calendar of events was kicked off with an incredibly successful launch event in June, attended by the Chief Minister of Gibraltar and the Mayor, which received the attention of professionals in both the public and private sector.

Shortly after the launch event, the team immediately planned and executed the 'Women in Tech: Stories'; an event that gave local female technology professionals a platform to deliver their personal and professional narratives, talking about the challenges, achievements and motivators that had played an influential part in their lives. The event was received positively and the team plan to deliver more 'Women in Tech: Stories' events in the future.

In August, Girls in Tech executed a 2-day Python programming language bootcamp. 24 participants with little to no technical knowledge spent a gruelling weekend learning about technology, the internet and, most importantly, programming through a mentor-guided curriculum. Despite minimal previous experience, the participants managed to deliver a fully functional blog application in Python, not only successfully implementing the software, but also taking care of their own

deployments to the internet, allowing them to show off to their family and friends.

A lot of positive feedback has been received from the bootcamp event, with the team being made aware of some participants seriously contemplating a technical career.

Finally, the year was closed with a hackathon event called 'Hacking for Humanity'. The Hacking for Humanity hackathon is a Girls in Tech global initiative, where each chapter engages with local communities and charities to understand the pain points and challenges that they face.

The hackers participating are then challenged to find and create innovative and forward-thinking solutions for these issues. These solutions are presented to a panel of judges at the end of the event and then given to the communities and charities, in the hope they can provide positive and sustainable benefits in the future.

The Gibraltar edition of the Hacking for Humanity hackathon featured seven teams of three to five people working on projects for Childline, Animals in Need and Understanding Gibraltar. The Gibraltar Finance Centre joined the sponsors list and provided monetary prizes for the top three places, with first place receiving £2,000 in prize money for their winning solution, which provided a complete and modern solution to replace Childline's legacy call centre and management software.



## FOOTNOTE

This note is to confirm accuracy of the data. Both payroll and bonus data were sampled and reviewed by Playtech's Internal Audit team. The payroll data reflects employees employed on the snapshot date. Payroll data includes

basic pay, bonus, commissions and share options gains paid as part of payroll for April 2017. The bonus data reflects employees employed on the snapshot date, but received a bonus within the 12-month period to 5th April 2017 (period

being from 6th April 2016 to 5th April 2017). Playtech's Internal Audit team sampled data and reconciled it back to source documentation.

**ROBERT PENFOLD, HEAD OF GROUP INTERNAL AUDIT, PLAYTECH PLC**

**TATIANA DAVYDOVA, GLOBAL HEAD OF HUMAN RESOURCES, PLAYTECH PLC**

Media enquiries / more information contact:

James Newman, Head of Investor Relations & Corporate Communications

C/O Headland Consultancy  
Lucy Legh / Stephen Malthouse  
Telephone: 020 3805 4822  
email: [playtech@headlandconsultancy.com](mailto:playtech@headlandconsultancy.com)

