

UK *Gender* Pay Gap Report

2020



Whilst we made good progress in 2019, we saw setbacks in 2020, a year which had its fair set of challenges across the world. We remain steadfast in our commitment to closing the pay gap, and we remain equally committed to building a diverse workforce and cultivating an inclusive company culture that allows everyone to thrive and belong.

As we look ahead, we are united with Activision Blizzard in monitoring our hiring and reward practices more closely than ever. Together, we continue to advance our DE&I strategy, doubling down on initiatives aimed at attracting and hiring more women, especially into senior positions, whilst supporting and developing the incredible female talent we already have.



Humam Sakhnini,
President, King

What is the gender pay gap, and how is it measured?

The gender pay gap refers to the difference between the average earnings of all male employees across the organisation compared to the average earnings of all female employees.

This is different from equal pay, which focuses on whether men and women are compensated equally for performing the same or similar work.

The gender pay gap is measured in two ways: as a median figure, and as a mean.

MEDIAN



The median gender pay gap reflects the middle of the distribution as a measure of average pay.

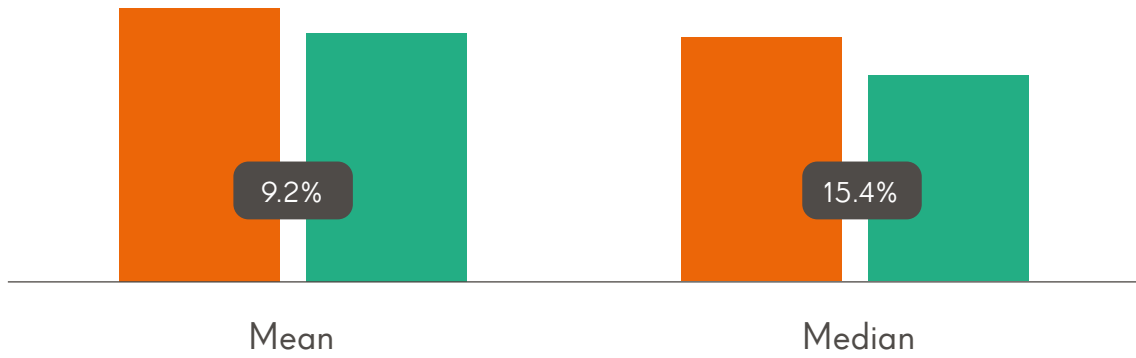
In an organisation, half of employees earn more than the median, and half earn less.

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The mean gender pay gap reflects the difference in average hourly pay between men and women.

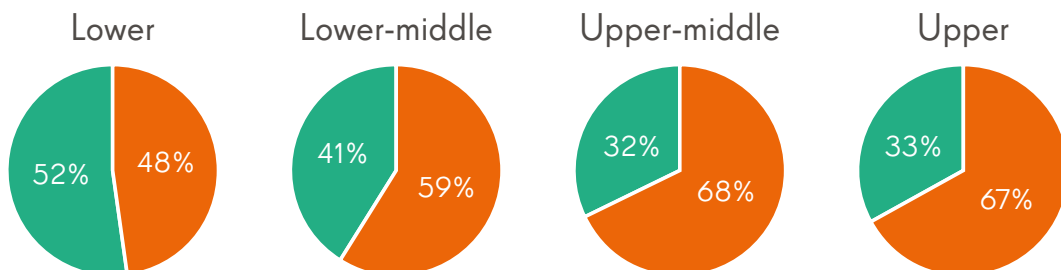
UK Gender Pay Gap (Hourly Earnings)

● Male ● Female

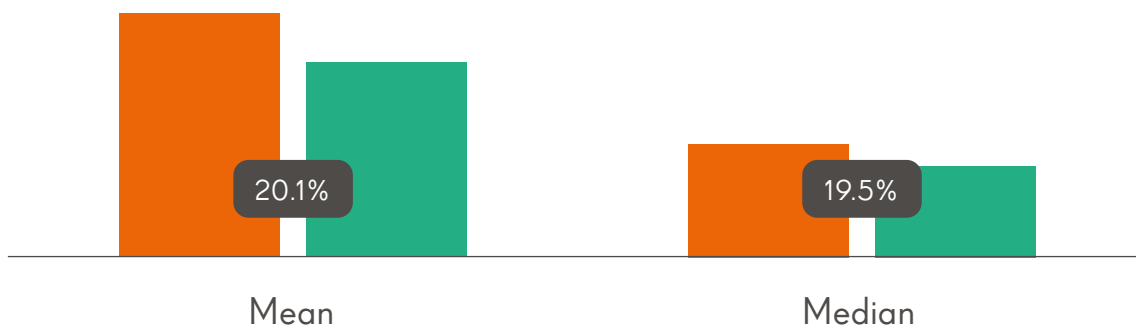


Our mean gender pay gap is 9.2%. Our median gender pay gap is 15.4%.

UK Pay Quartiles

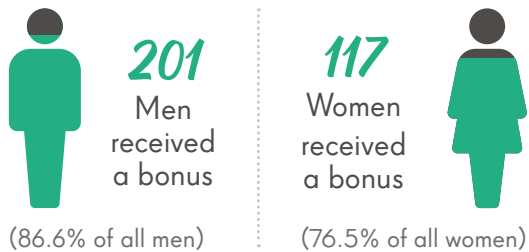


UK Bonus Pay Gap



Our mean bonus pay gap is 20.1%. Our median bonus pay gap is 19.5%.

% of Gender receiving a bonus



All King employees are eligible to receive a bonus. All UK employees who started employment prior to 30th September in a calendar year are eligible to receive a bonus for that year the following March. Those starting after 30th September are not eligible to receive a bonus in relation to the period 1st October to 31st December. Instead, they become eligible for a bonus from 1st January (with payment in March of the next calendar year). The relatively smaller number of women receiving a bonus in 2019 is due to our hiring proportionally more women in Q4 2019.

What our UK data shows

Our mean hourly pay gap is 9.2%. Our median pay gap is 15.4%, a slight increase from last year's 14.6% reflective of the greater proportion of male employees in more senior positions at King. Our peers have a median of 17.2%.

As we noted in last year's report, some specific circumstances following company leadership changes led to an overstatement of our progress in 2019, and so both of these measures have widened.

Our median pay gap has expanded between 2019 and 2020, and this occurs as a result of our having a larger share of women in junior roles, which is partially the result of the success of our previous efforts to recruit new women into the industry at the entry level, and partly the result of more senior women leaving than we hired over the period.

With 40% of the workforce being female in a relatively small population, the median is easily moved based on female representation across levels. If the female median had been one employee higher the gap would have been 14.7%.

The UK games and tech industry shares the long term challenge of closing the gender pay gap. We therefore have a priority to recruit and promote more women into the more senior levels of the organisation, and continuously invest in our great female talent, to achieve and maintain balanced representation at all levels in King.

Building a more diverse and inclusive King

King continues to work toward improving the diversity of our company, and the industry as a whole. Our team continues to deliver projects and initiatives that both celebrate, and address the needs of the women in our workforce, whilst also attracting new female talent to the company.



Our initiatives

Here are just some of the ways in which we've worked to strengthen our diversity and inclusion efforts.

All these initiatives have successfully been rolled out, but we're continuing to support and develop them further to deliver even greater impact.

Family Friendly Policy

We offer 20 weeks full pay (including bonus eligibility) maternity/parental leave, with employees guaranteed at least an average pay review when returning from nine weeks or more parental leave.

Gender Nudges

We've built 'nudges' into our main compensation cycles to ensure we highlight gender allocations of awards to the leadership before approval.

Gender Aware Hiring

We continue to review job description language to avoid bias, and to review our hiring approaches to establish best practice in the industry.

Building an Inclusive Leadership

King introduced a new inclusive leadership training programme for all people managers. We completed the roll out and reached all of our people managers in 2020. In this intensive day we use actors to bring to life real scenarios and explore examples of unconscious bias and microaggression, and demonstrate solving biases, not just being aware of them.

Educational Outreach Initiatives

We support valuable student and industry programmes aimed at getting more girls and women to pursue STEM Careers. We are proud sponsors of BAFTA's Young Game Designers, a founding partner for ADA College (The National College for Digital Skills) in North East London, and are a Gold Sponsor of HelloWorld! in Stockholm.

Talent Attraction

We have continued to seek out opportunities to have a presence at diverse recruitment events, and adapted as these have shifted online in 2020, in order to attract diverse candidates to King.

King Internship Scheme

We continued to work toward hiring a gender balanced intake for our internship scheme, in 2020 we operated a virtual scheme, and achieved 43% female intake, up from 38% in 2018.

Developing Female Leaders

We launched 'Kicking Glass', our accelerated programme for women, providing opportunities to network, exposure, coaching and mentoring to employees across all levels and locations.

Supporting Industry Wide Diversity Initiatives

We will partner with our industry trade association, UKIE, and other significant games companies, to launch the #RaiseTheGame, the industry wide pledge to improve diversity in the games industry, and support the UK Games Industry Census – the largest study of diversity in the industry ever conducted.



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