



Gender Pay Gap Report

2022-2023





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A message from Asif Sadiq, MBE

Chief Diversity, Equity & Inclusion Officer



Today marks the second year we review and report our Gender Pay Gap in the UK as Warner Bros. Discovery. Merging the entities that formed WarnerMedia and Discovery provided us with a unique opportunity to unify our values and goals and clearly identify how we would like to evolve as one team, creating a future where unity, representation, and belonging can build on previous successes.

Warner Bros. Discovery is built on our five Guiding Principles, and Championing Inclusion is fundamental to how we operate every day. This report reflects on nine entities that form part of Warner Bros. Discovery in the UK, each individually and collectively working to empower their teams to create and foster an inclusive and equitable environment for all.

Storytelling is the heart of everything we do at Warner Bros. Discovery, and it is only through supporting and championing our talented, diverse workforce that we can eliminate barriers to opportunity, enable access to our industry at all levels and tell stories that truly resonate with our audiences worldwide.

Annual Gender Pay Gap reporting provides an opportunity

to measure and review progress of our programmatic initiatives and identify areas where we can be more prescriptive and pragmatic in our efforts to advance gender equity.

Upon reviewing 2023 Gender Pay Gap data, we are pleased to see that we have made progress again this year to further close the pay gap across the majority of our UK entities, with many also seeing an increase in the number of women in the upper-middle and upper quartiles. We have seen some improvement in the closing of our bonus gap; but this remains an area under ongoing review as we continue with cross-entity harmonisation as Warner Bros. Discovery.

Whilst the data shows positive improvement, we remain committed to advancing our efforts; there is still more we can do as Warner Bros. Discovery and across the sector as a whole. Like many companies, our gender pay gap is predominantly driven by higher male representation at the most senior levels, especially within gaming and technology. We are actively working to increase the number of senior women across the business whilst enhancing our policies, processes, and systems to support the needs of our diverse and evolving workforce.

Our goal is to create a brighter, more equitable future within our organisation and beyond – on a global to local scale. We recently published our Global DEI report ([link](#)) which provides full details on our commitments and

achievements to date, the challenges we have overcome and our vision for the future. When we look to the UK, Gender Pay Gap reporting is an important measure of impact for Warner Bros. Discovery's broader DEI strategy, championing inclusion and enabling belonging for all and, as this report outlines, we have implemented policies, forged partnerships, and built processes to support and elevate women at all junctures of their career. Be that through Warner Bros. Studios Leavesden's work with *The WonderWorks* that aims to 'Keep Families in Film', Warner Bros. Games' *Women and Non-Binary Development Programme*, CNN's *Leaders Impact the Future of Talent* (LIFT) mentoring programme, or our recently launched *EMERGE* programme, a global women and non-binary sponsorship programme designed to ensure progression to the senior most positions across the organisation.

Our journey is ongoing, we remain committed to making changes that enable sustainable progress and result in long-term impactful change across our business. This report sets out our strategic direction to continue building a representative and innovative business that attracts, rewards, and retains the best talent so we can continue telling the best stories for the next 100 years and beyond.

A handwritten signature in black ink, appearing to read 'Asif Sadiq'.

Asif Sadiq, MBE

Our Guiding Principles



At Warner Bros. Discovery, we not only strive to create the world's greatest content, but also the world's greatest team.

01. Shape the way we work together prioritising trust, collaboration, and respect.
02. Foster a culture where diverse voices are amplified, barriers are removed, and extraordinary stories are shared.
03. Empower us to embrace innovation, deliver exceptional experiences, and ensure that everyone has a seat at the table.



Our DEI Vision & Mission

Our vision is to **empower** our workforce and **storytellers** to help shape a more **inclusive and equitable world for all.**

Our mission is to **create a culture of equity and inclusion** that removes barriers to opportunity and **opens access** to our industry.

Our DEI Pillars

Intentionally Inclusive

We believe DEI is everyone's responsibility.

Our leaders and employees foster a culture of inclusion and belonging.

Pursuing Equity

We are committed to equality throughout the employee cycle.

Our policies and processes support DEI progress.

Authentic Storytelling & Inclusive Productions

We prioritise responsible representation in our content.

Our productions promote access, equity and psychological safety.

WBD UK Initiatives: Championing Inclusion

1. DEI Data Gathering

Through WBD's Be Counted campaign, we gather self-identification data voluntarily from employees on gender, race, sexual orientation, disability, and religion to apply an intersectionality lens across our equity efforts.

2. Business & Creative Councils

Comprised of our most senior leaders in the organisation championing inclusion from the very top, these councils are tasked with overseeing the corporate and operational elements of our DEI strategy and ensure DEI is woven through the creative and production process.

3. emerge

WBD's international sponsorship programme is aimed at upskilling women, non-binary employees, and those who identify as a women through senior level sponsorship to foster career development and progression.

4. Business Resource Groups

BRGs are key assets in driving change and WBD will continue championing WOW (Women of WBD) with initiatives that support advancement of all who identify as women, along with other BRGs to build community and drive authentic inclusion.

5. The WonderWorks



Warner Bros. Studios Leavesden has partnered with The WonderWorks to provide an onsite childcare facility that is dedicated to families who work in front of and behind the camera, bringing flexibility and support to families working in the industry.

6. Leaders Impact the Future Talent (LIFT)



Mentoring for mid-level CNN and TNT Sports employees who identify as women and/or as people of colour. Mentees receive professional development and blended mentoring and exposure experience alongside a mentor from either News or Sports.

7. WB Games



Warner Bros. Games Women and Non-Binary Development Programme focuses on building leadership skills, business acumen, networking and visibility, whilst a partnership with Talking Talent offers coaching for parental and other long-term leaves.

8. Pipeline Programmes



Building on UK initiatives, we aim to attract and support underrepresented and emerging talent, providing training for career advancement, particularly in areas with historically low gender representation.

Looking Ahead: Our DEI Aspirations

1

Creating long-term sustainable change

2

Equipping everyone to champion inclusion

3

Establishing quality sustainable diversity efforts

4

Creating shared ownership of DEI

5

Championing DEI in partnership by integrating across our businesses

Understanding the Data

1 Pay Gap vs Equal Pay

There is often confusion about the difference between the **gender pay gap and equal pay**, but they are not the same thing: The gender pay gap looks at the difference between the average pay of all men and all women across the whole business, regardless of job type or seniority. Equal pay looks at the pay difference between a man and women performing the same role.

2 The Calculations

When calculating our gender pay gap, we are legally required to do more than just add up the basic salaries and provide two different measures. **The calculations** include basic pay, performance related pay and allowances.

3 Median Pay Gap

For the **median pay gap**, if we lined up all our men and women in two rows, from the lowest to the highest paid, the median shows the difference in pay between the middle-man and middle-woman.

4 Mean Pay Gap

The **mean pay gap** shows the difference between the average pay of all men and all women. We also provide the median and mean measures for the bonus gap, as well as showing the percentage of men and women who received a bonus.

5 Pay Quartiles

The regulations also require us to report the percentage of men and women in each **pay quartile**. These are not the same as level within the organisation. To calculate pay quartiles, we list all the hourly pay data for all employees from lowest to highest and then divide them into four equal quarters (“quartiles”), before calculating the percentage of men and women in each one.

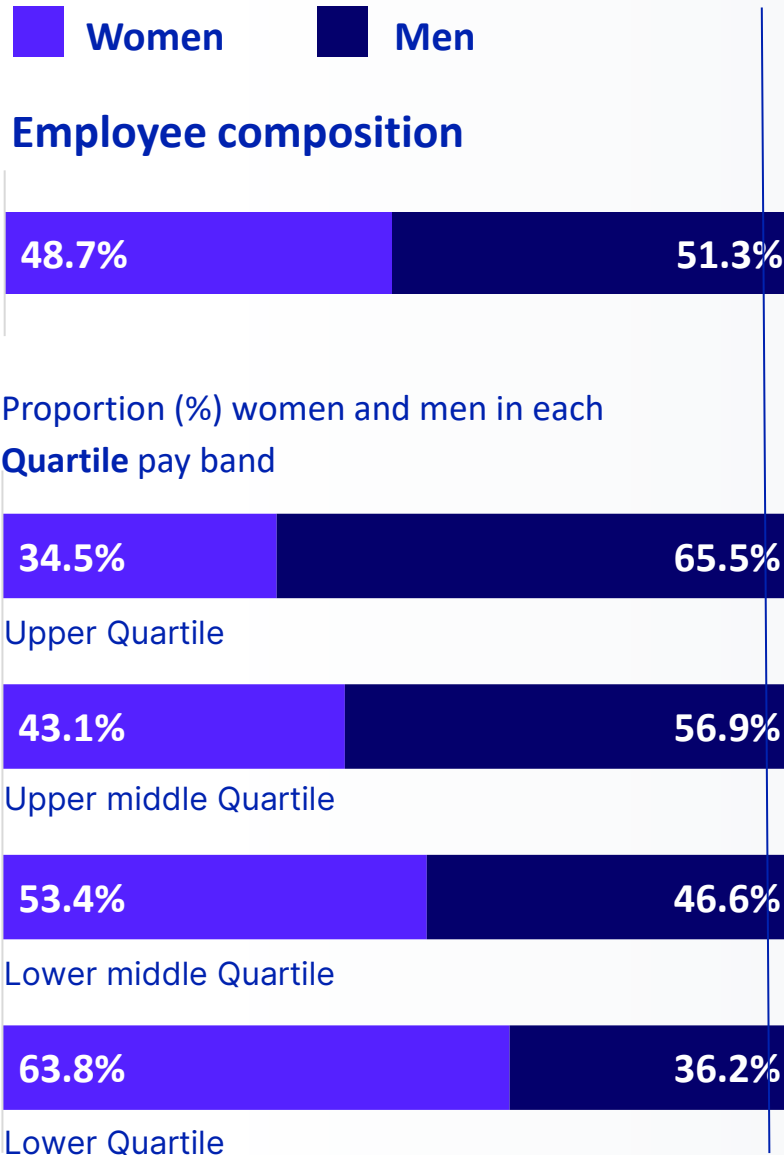
Cable News International Limited



DECLARATION

I can confirm, on behalf of **CABLE NEWS INTERNATIONAL LIMITED**, that the information provided in this report is accurate.

Michael J. McCarthy
 Managing Editor, CNNI
 Cable News International Ltd



Gender pay gap based on **hourly** pay for women and men

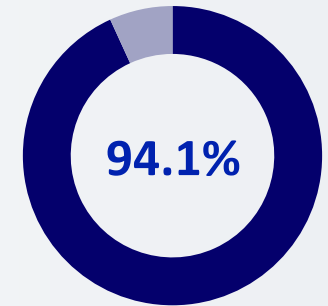
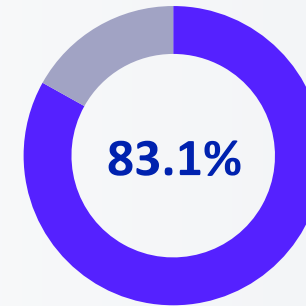
Mean
Gender Pay Gap

-9.3%

Median
Gender Pay Gap

18.5%

Proportion (%) women and men who received a **bonus**



Gender pay gap based on **bonus** pay for women and men

Mean
Gender Pay Gap

15.0%

Median
Gender Pay Gap

58.6%

Rocksteady Studios Limited

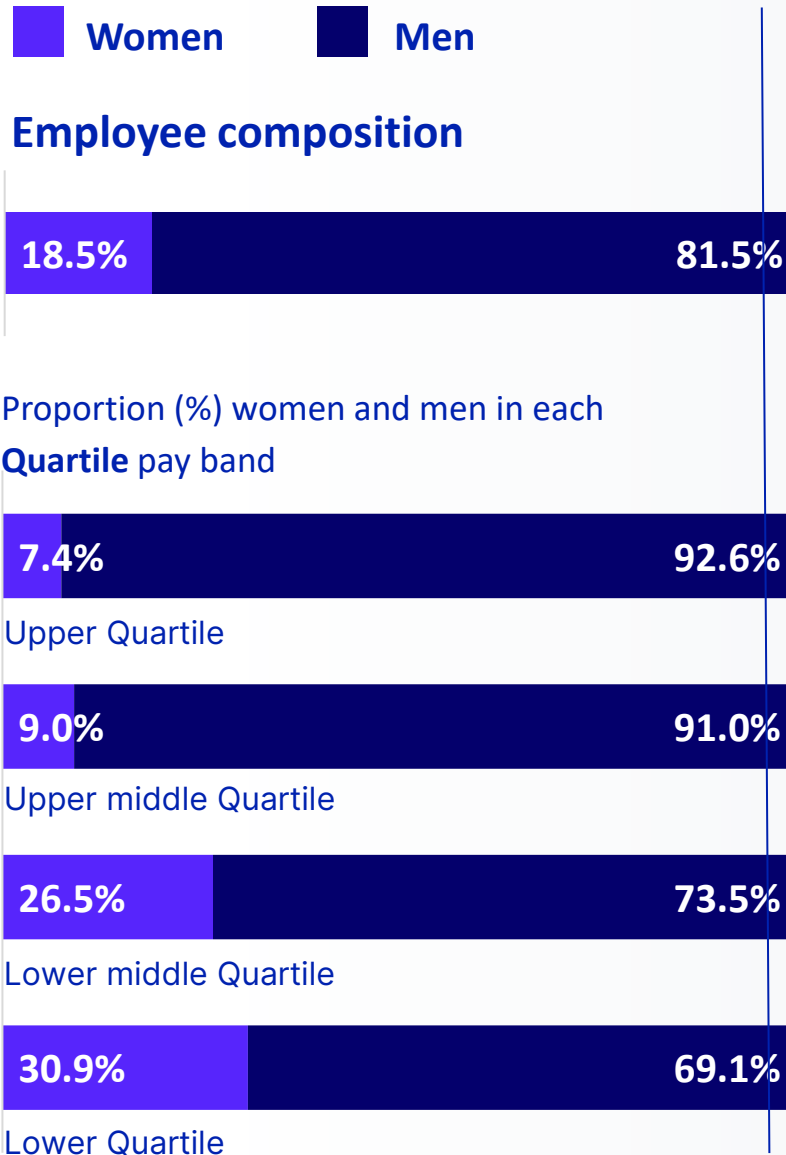


DECLARATION

I can confirm, on behalf of **ROCKSTEADY STUDIOS LTD** that the information provided in this report is accurate.

Hester Woodliffe

Hester Woodliffe
VP, Games Publishing International
Rocksteady Studios Ltd.



Gender pay gap based on **hourly** pay for women and men

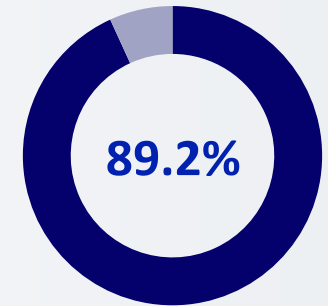
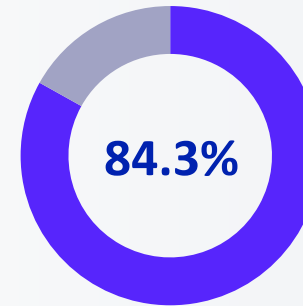
Mean
Gender Pay Gap

26.5%

Median
Gender Pay Gap

34.9%

Proportion (%) women and men who received a **bonus**



Gender pay gap based on **bonus** pay for women and men

Mean
Gender Pay Gap

46.7%

Median
Gender Pay Gap

45.6%

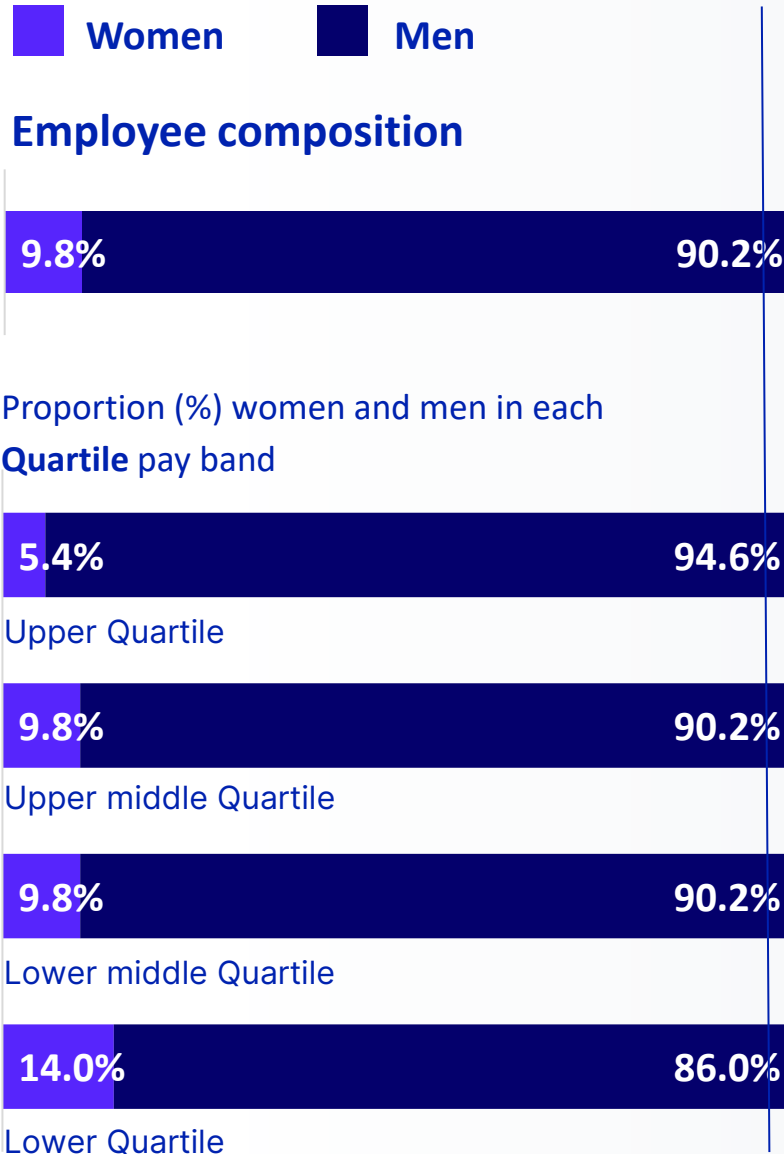
TT Games Studios Limited



DECLARATION

I can confirm, on behalf of **TT GAMES STUDIOS LIMITED**, that the information provided in this report is accurate.

Michael Denny
Vice President, Studio Head
TT Games Studios Limited



Gender pay gap based on **hourly** pay for women and men

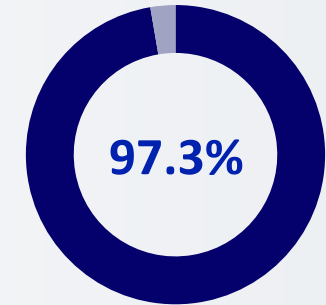
Mean
Gender Pay Gap

18.4%

Median
Gender Pay Gap

6.8%

Proportion (%) women and men who received a **bonus**



Gender pay gap based on **bonus** pay for women and men

Mean
Gender Pay Gap

33.3%

Median
Gender Pay Gap

-1.5%

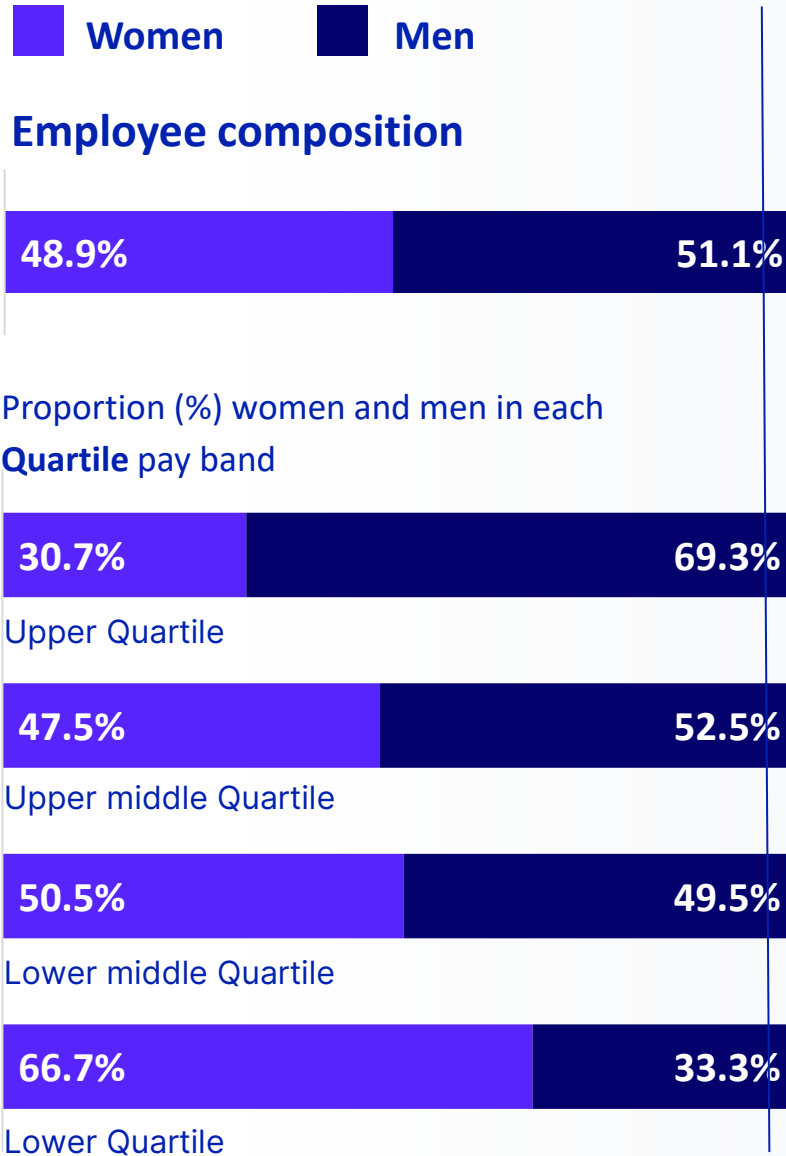
Turner
Broadcasting
System
Europe Limited



DECLARATION

I can confirm, on behalf of **TURNER BROADCASTING SYSTEM EUROPE LIMITED**, that the information provided in this report is accurate.

Robert James Friend
CFO EMEA
Turner Broadcasting System
Europe Limited



Gender pay gap based on **hourly** pay for women and men

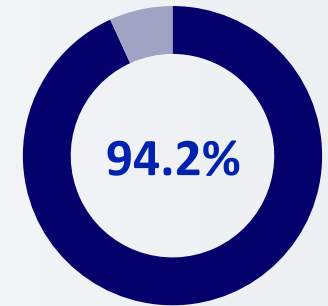
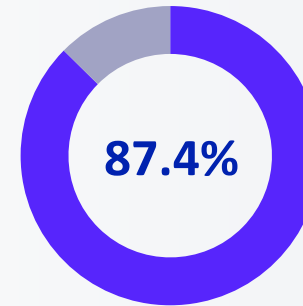
Mean
Gender Pay Gap

22.8%

Median
Gender Pay Gap

20.9%

Proportion (%) women and men who received a **bonus**



Gender pay gap based on **bonus** pay for women and men

Mean
Gender Pay Gap

38.9%

Median
Gender Pay Gap

30.1%

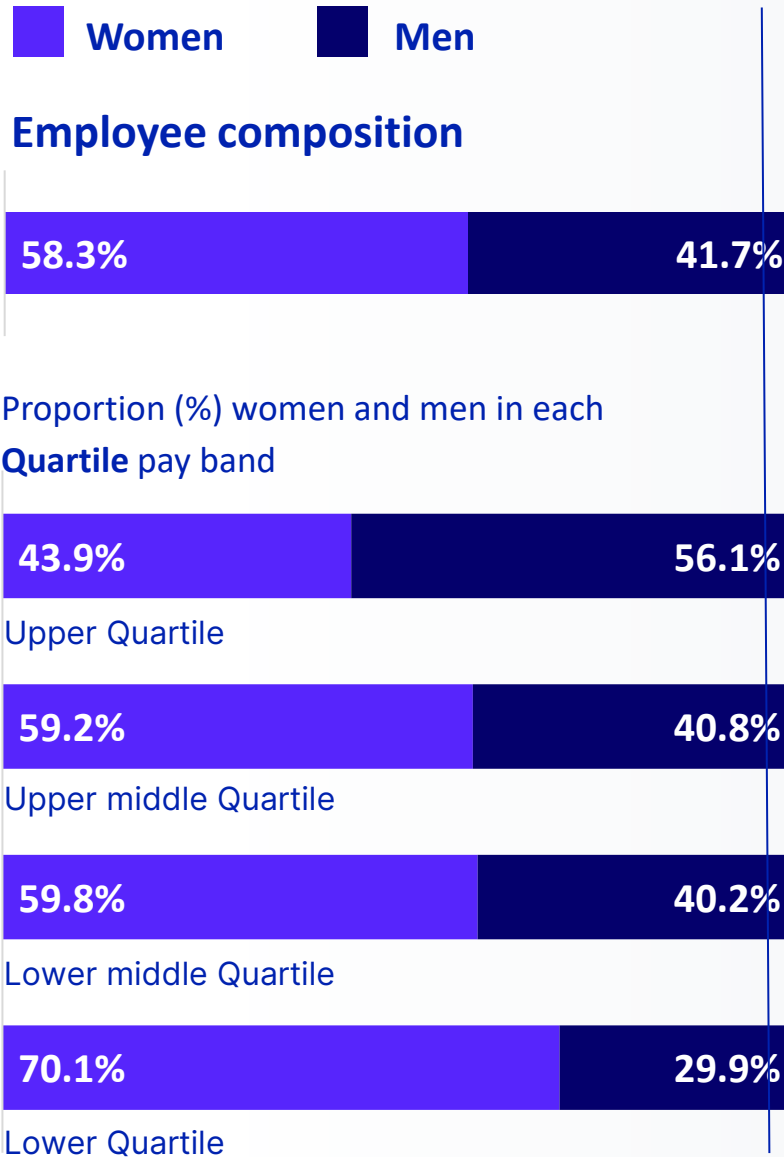
Warner Bros. Studios Leavesden



DECLARATION

I can confirm, on behalf of **WARNER BROS. STUDIOS LEAVESDEN** that the information provided in this report is accurate.

David Bisoni
SVP, Business Affairs and International Development
Warner Bros. Studios Leavesden



Gender pay gap based on **hourly** pay for women and men

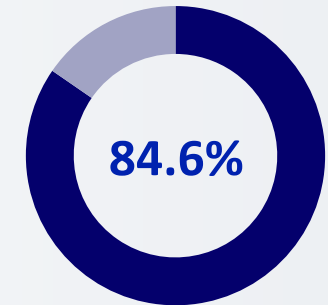
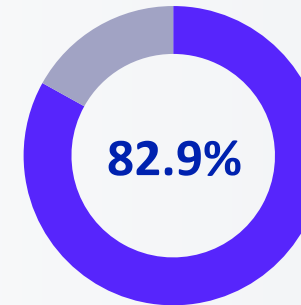
Mean
Gender Pay Gap

21.3%

Median
Gender Pay Gap

6.1%

Proportion (%) women and men who received a **bonus**



Gender pay gap based on **bonus** pay for women and men

Mean
Gender Pay Gap

23.0%

Median
Gender Pay Gap

3.0%

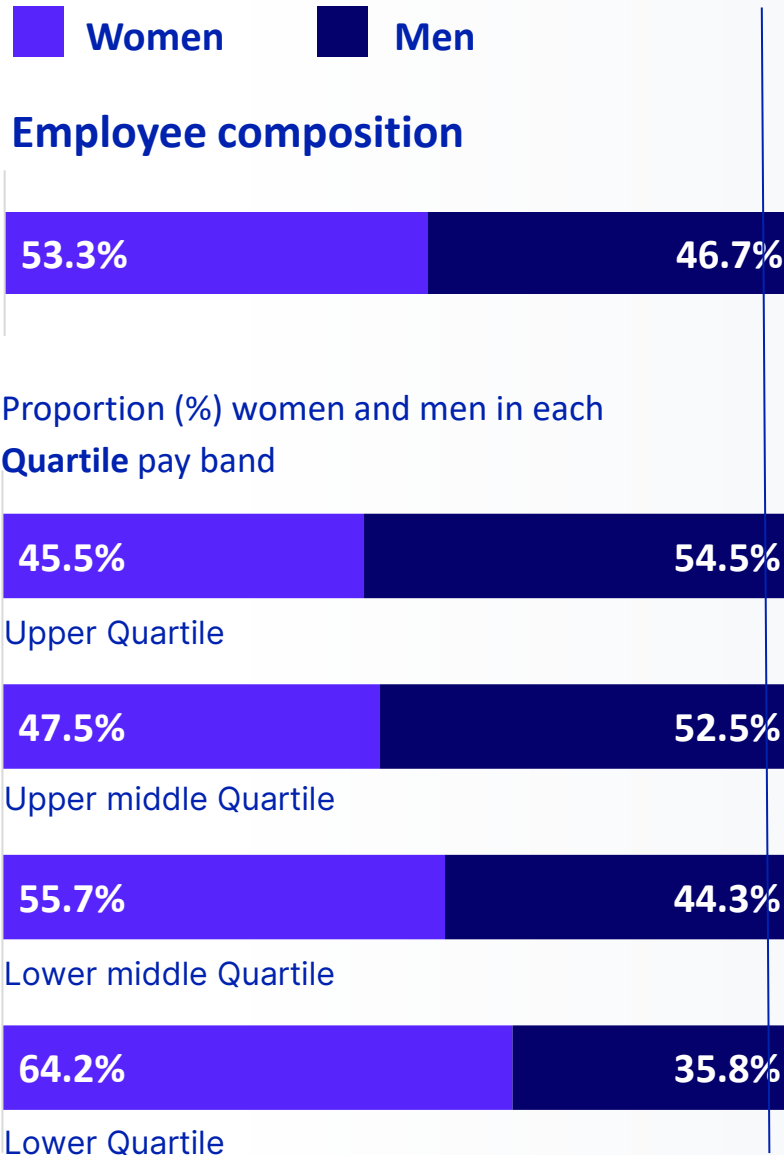
Warner Bros. Entertainment UK



DECLARATION

I can confirm, on behalf of **WARNER BROS. ENTERTAINMENT UK**, that the information provided in this report is accurate.

Robert James Friend
CFO EMEA
Warner Bros. Entertainment UK



Gender pay gap based on **hourly** pay for women and men

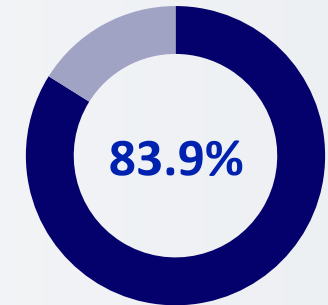
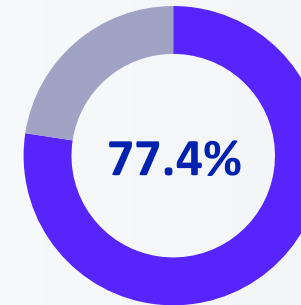
Mean
Gender Pay Gap

17.8%

Median
Gender Pay Gap

18.2%

Proportion (%) women and men who received a **bonus**



Gender pay gap based on **bonus** pay for women and men

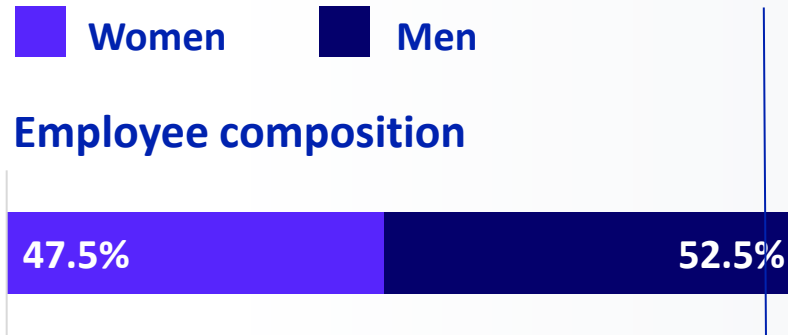
Mean
Gender Pay Gap

30.5%

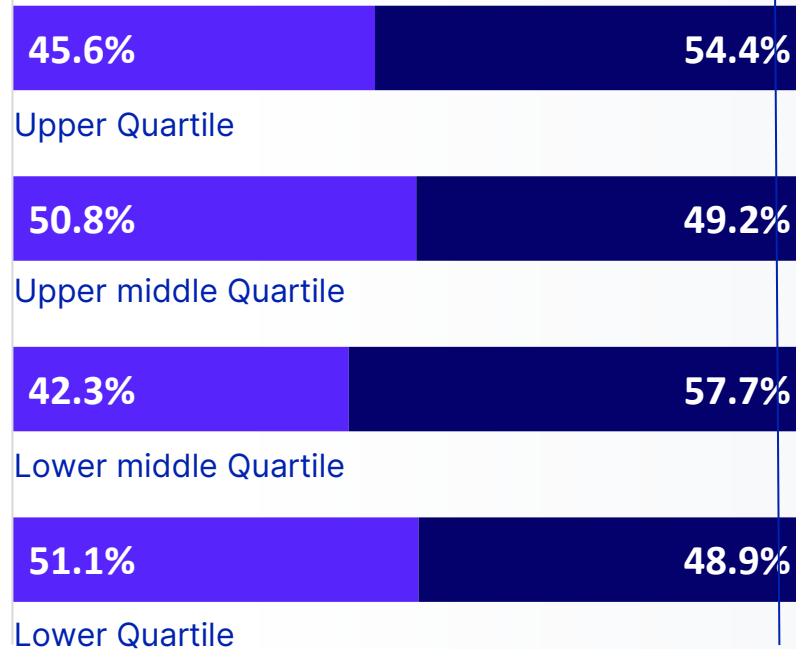
Median
Gender Pay Gap

25.9%

Discovery Corporate Services Limited



Proportion (%) women and men in each **Quartile** pay band



DECLARATION

I can confirm, on behalf of **DISCOVERY CORPORATE SERVICES LIMITED**, that the information provided in this report is accurate.

Amy Girdwood
EVP - People & Culture
Discovery Corporate Services Limited

Gender pay gap based on **hourly** pay for women and men

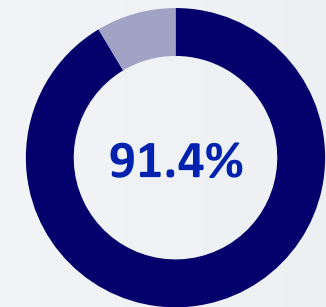
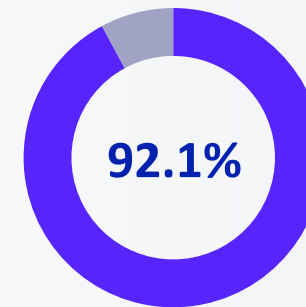
Mean
Gender Pay Gap

5.3%

Median
Gender Pay Gap

-2.5%

Proportion (%) women and men who received a **bonus**



Gender pay gap based on **bonus** pay for women and men

Mean
Gender Pay Gap

17.2%

Median
Gender Pay Gap

3.7%

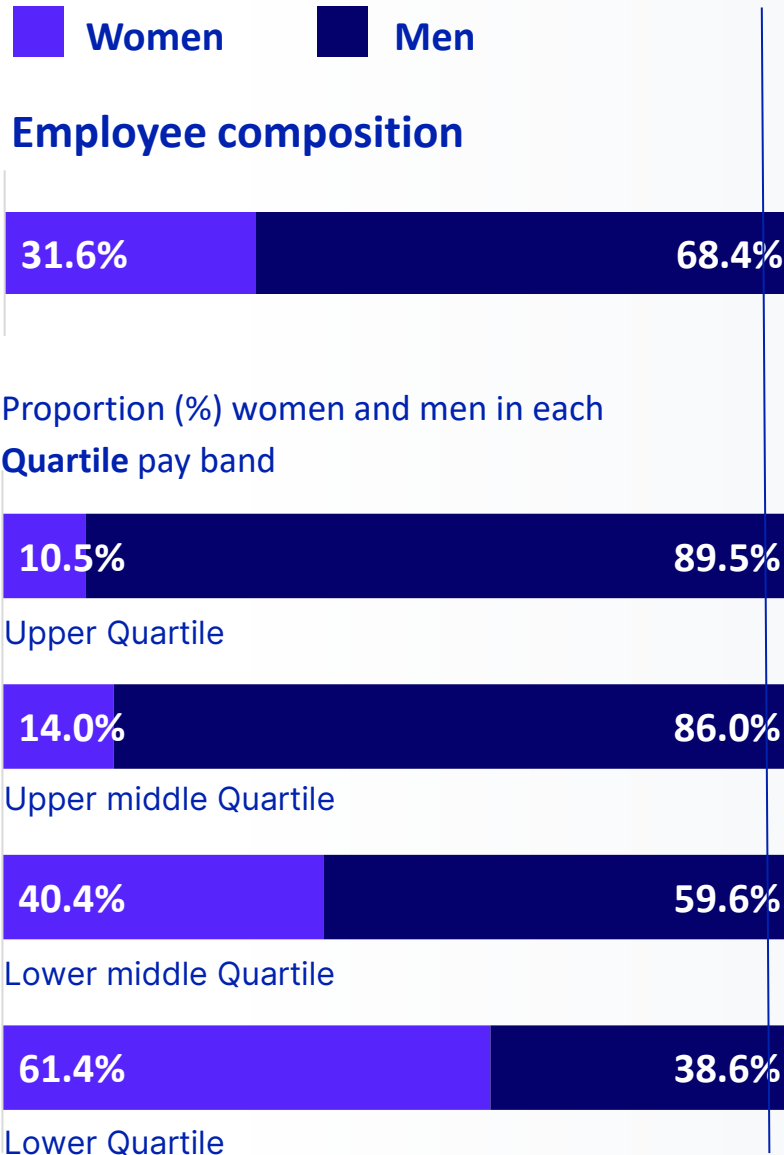
Dplay Entertainment Limited



DECLARATION

I can confirm, on behalf of **DPLAY ENTERTAINMENT LIMITED**, that the information provided in this report is accurate.

Amy Girdwood
EVP - People & Culture
Dplay Entertainment Limited



Gender pay gap based on **hourly** pay for women and men

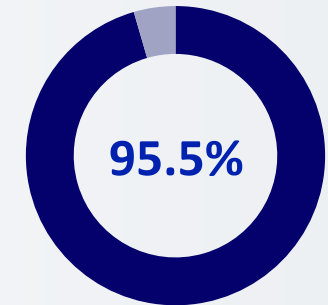
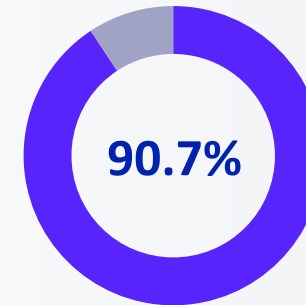
Mean
Gender Pay Gap

30.9%

Median
Gender Pay Gap

31.9%

Proportion (%) women and men who received a **bonus**



Gender pay gap based on **bonus** pay for women and men

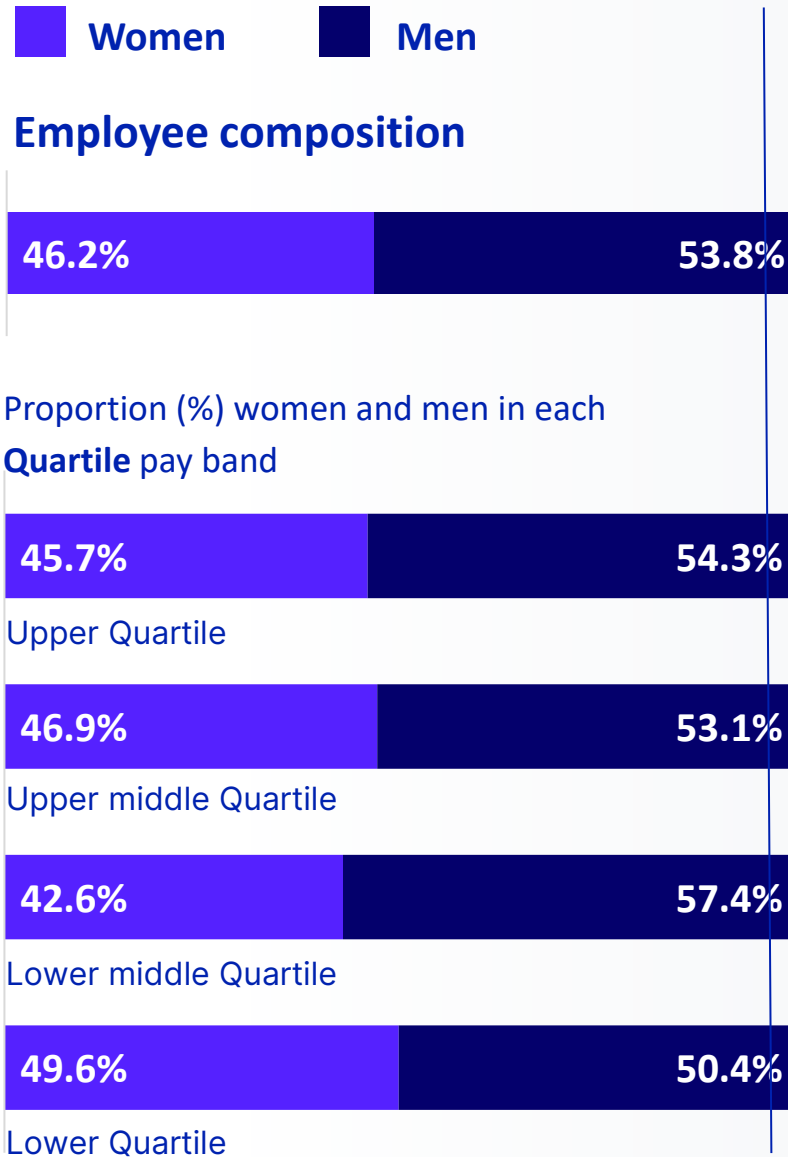
Mean
Gender Pay Gap

45.7%

Median
Gender Pay Gap

41.9%

Cross Plains Productions



DECLARATION

I can confirm, on behalf of **CROSSPLAINS PRODUCTIONS LIMITED**, that the information provided in this report is accurate.

Michael Lewis
SVP Production
Cross Plains Productions

Gender pay gap based on **hourly** pay for women and men

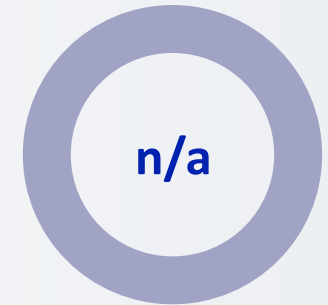
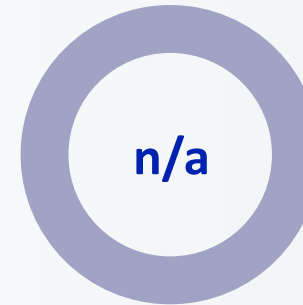
Mean
Gender Pay Gap

1.0%

Median
Gender Pay Gap

-0.3%

Proportion (%) women and men who received a **bonus**



Gender pay gap based on **bonus** pay for women and men

Mean
Gender Pay Gap

n/a

Median
Gender Pay Gap

n/a



Gender Pay Gap Report

2022-2023

For more information visit:

▶ www.warnerbrostdiscovery.com/DEI