

Rockstar North Limited

(Covering studios operating under the names Rockstar North, Rockstar Leeds, Rockstar Lincoln and Rockstar London)

We are committed to diversity and equality, and to conducting ongoing reviews to ensure that our policies, practices and processes are free from any bias. Our policies include:


- **Equal Opportunity Recruitment:** Our talent recruitment processes are gender neutral, with the sole aim of attracting and retaining the best person for each role.
- **Remuneration on Skills and Merit:** We conduct regular, detailed compensation benchmarking for both new hires and existing employees to ensure all employees are paid fairly and consistently based on skills, merit and experience, without reference to gender.
- **Family-friendly Benefits:** We offer benefits programs designed to support any employees with dependent care responsibilities, including a maternity leave policy that provides new mothers with the time and resources they need to be able to return to work when they are ready.
- **Safe Working Environment:** We review policies and provide ongoing support to managers and staff to ensure that we are not only prohibiting unlawful discrimination and harassment, but that our core values of professionalism, integrity and inclusiveness are upheld.

We are providing the following gender pay gap data and will use it to strengthen our commitment to equality and diversity in the workplace.

1. Gender pay gap: mean 64.0%; median 31.8%
2. Bonus gender pay gap: mean 84.0%; median 61.3%
3. Proportion of employees receiving bonus pay (M/F): 89.0% / 83.9%
4. Proportion of males and females by quartile pay band:
 - a. Lower quartile (M/F): 78.6%/21.4%
 - b. Lower-middle quartile (M/F): 81.9%/18.1%
 - c. Upper-middle quartile (M/F): 92.8%/7.2%
 - d. Upper quartile (M/F): 92.0%/8.0%

While our male and female employees are fairly compensated based on merit and without reference to gender, our gender pay gap is driven primarily by the structure of our workforce, with longer tenured employees who are predominantly male occupying our most senior roles. We are dedicated to continuing to build a representative gender balance across all our studio activities, and pledge to continue to find new ways to support and encourage women to both take up and advance in career opportunities in game development in order to achieve that.

I confirm on behalf of Rockstar North Limited that the information provided above is accurate.



Andrew Semple
Studio Director
Date: April 4, 2018