



# Hasbro UK Limited Gender Pay Gap

*with 2020 data*



## Our Approach

Through our commitment to supporting diversity and inclusion, we aspire to change the perspectives and stories present in business and society today that can limit people from reaching their full potential. We know that the more inclusive we are as a company, the stronger our business will be. As a company over half comprised of women, we seek to promote a workplace culture that values and empowers women, from providing best-in-class benefits to ensuring competitive and equitable pay. While we are making great strides, we recognize there is more work to be done, including ensuring women can advance their careers and continue to grow in leadership positions at Hasbro, and we are taking measurable actions.

By advancing inclusion and empowering women across our workplace, our business, and our supply chain, we believe we can help to make the world a better place for all.



## Our Workforce and Culture

We are committed to promoting a culture of diversity, inclusion and belonging in which everyone feels valued, respected and engaged as we embrace the unique skills, experiences and talents of our global workforce. This commitment drives us as we evaluate new and effective ways to embed a culture of inclusion and belonging across our business so that it runs through every aspect of the employee experience at Hasbro, ensuring that everyone is supported to fulfill their potential.

1

**Build a diverse workforce that reflects the consumers and communities we serve globally.**

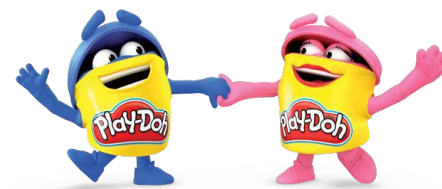
2

**Foster a culture of inclusion where all employees are welcome and empowered to be themselves and make their most significant contribution.**

3

**Support employees in our workplace, including women, with an ongoing commitment to gender balance in leadership positions and pay equity.**

# UK Gender Pay Gap - 2020



Hasbro's Gender Pay Gap as at 5 April 2020:

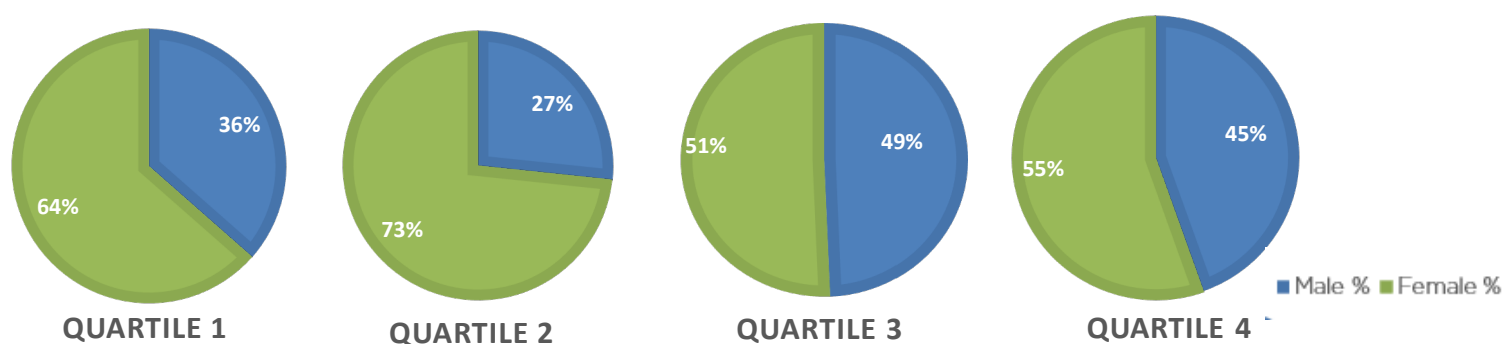
Gender Pay Gap	Difference in Mean pay between Male and Female employees	16.39%
	Difference in Median pay between Male and Female employees	16.84%

The table above is a snapshot of the difference in the average hourly pay between males and female employees across all levels of the UK organisation. The hourly pay figure used to calculate the difference includes all items specified in the regulations, such as Car, Fuel, Shift allowances and bonuses paid in the April pay period. For comparison, the National average gender pay gaps is 15.5% (Source: Office of National Statistics).

The charts below illustrate the gender distribution across Hasbro UK by dividing male and female employees into four equally sized quartiles based on hourly pay and each containing approx. 75 employees. We are confident that Male and Female employees are paid almost equally across all the quartiles.

## Proportion of Males and Females in each Quartile

As at 5 April 2020



We are pleased to see some progress in the distribution of talent across our quartiles again this year, with more female talent moving into the highest quartile. Despite the positive female representation, the pay gap is prevalent across senior management. The pay differences are a result of factors unrelated to gender, such as;

- Job roles & responsibilities within a grade – we looked at a sample of senior roles and identified that although they were in the same job level their jobs were marked differently in scale and responsibility.
- Market forces – we have some key roles which are unique and command a market premium.
- Scope & Geography – many of the senior roles are part of a Global/EMEA structure and not primarily dedicated to the UK



## Bonus Pay Gap

To calculate the Bonus Gap, we have considered Long term Incentive (LTI), Performance Reward Program (PRP) and Sales Related Program (SRP) payments received in the last year.

<b>Bonus Pay Gap</b>	<b>Difference in Mean bonus pay between Male and Female employees</b>	41.69%
	<b>Difference in Median bonus pay between Male and Female employees</b>	25.65%

We have seen a great improvement in our bonus pay gap, which has fallen by a third since 2019. This is mainly due to a decrease in the number of exercised LTI payments of more than 60%.

The current bonus gap exists due to;

- The structure of our bonus arrangements, where bonus potential is set as a percentage of salary and increases with job level. The figures indicate that male bonuses were higher on average during the snapshot period.
- Our bonuses are based on earned income, women on maternity may earn less than their standard annual salary, therefore impacting the bonus gap.
- We also see more male than female employees exercising Stock Options in the reporting period. If Long Term Incentive payments (which include Stock Options) are excluded, the mean bonus gap is approximately 38.90%.

All these points have had a significant impact on our bonus pay gap.

## Proportion of Male and Female employees who received bonus pay

All employees at Hasbro are eligible for a performance bonus, which is based on earned income for the year. Men and women are equally entitled to participate in our bonus plans and for 2020 almost an equal percentage of males and females received a bonus for their performance.



## Summary

At Hasbro we are confident that our Male and Female employees are paid equally for doing equivalent jobs across the business.

We will continue to take action to address any gaps and to make sure our policies and procedures are fair for all employees.

**Simon O'Farrell**

**HR Director, UK**







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