



# UK 2018 GENDER PAY GAP REPORT

Hasbro's gender pay gap as at 5 April 2018:

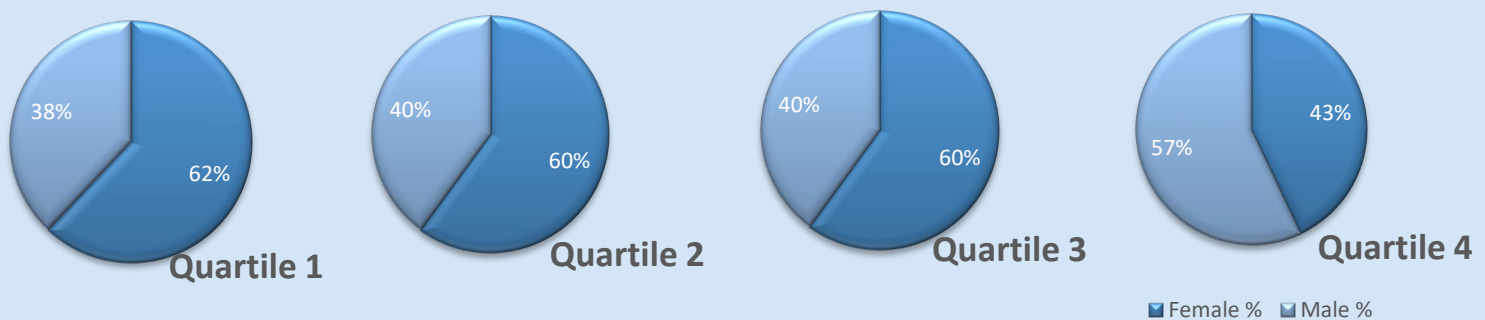
<b>Gender Pay Gap</b>	Difference in Mean pay between Male and Female employees	18.08%
	Difference in Median pay between Male and Female employees	13.76%

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, Hasbro's gender pay gap of 18.08% is slightly higher than the UK's national gender pay gap of 17.1% (Source: Office for National Statistics, Oct 2018).

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. 91 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 2018



The overall pay gap analysis shows a female positive pay gap for our internal job level 5 and below, where women represent 60% of Hasbro UK employees. Women are less well represented in quartile 4. Although the pay gap is prevalent across senior management any 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

<b>Bonus Pay Gap</b>	Difference in Mean bonus pay between Male and Female employees	57.26%
	Difference in Median bonus pay between Male and Female employees	47.75%

From the Analysis, we can see that the current mean bonus Gap is 57.26%. This gap exists for this period due partly to more male than female employees exercising Stock Options in the period. If Long Term Incentive payments (which include Stock Options) are excluded, the mean bonus gap is approximately 40%. Similar to base pay, we see a greater bonus gap because we have fewer women in senior positions where higher bonuses and LTI are paid. Furthermore, as our bonuses are based on earned income, women on maternity leave will earn less than their normal salary, resulting in lower bonus payment. All these points have had a significant impact on our bonus pay gap.



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



95%

of all Male employees received a bonus



95%

of all female employees received a bonus

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 2018 an equal percentage of males and females received a bonus for their performance.

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.

**Kim Bolton**

*HR Director, UK*