



SCREEN SCENE LTD

GENDER PAY GAP REPORT 2025

Introduction

This report outlines the gender pay gap at Screen Scene for the year ending 2025 in accordance with Gender Pay Gap Information Act 2021.

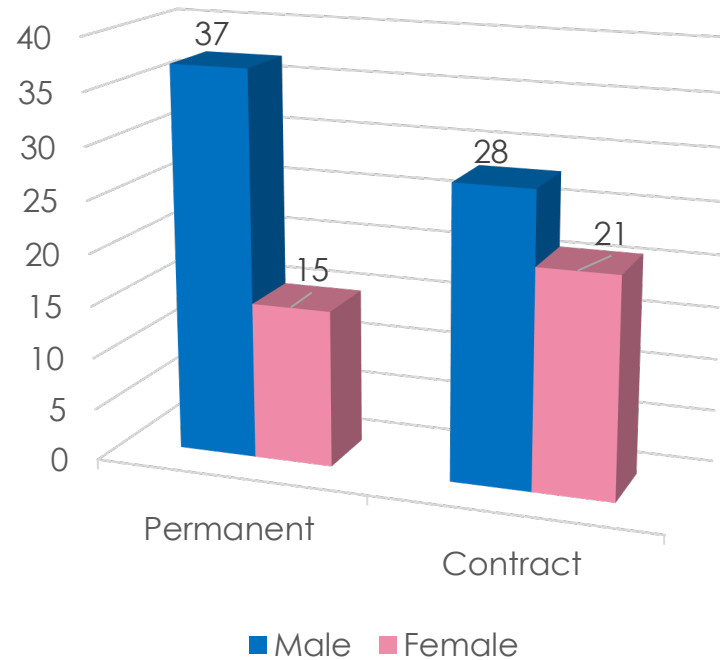
At Screen Scene, we are committed to creating a diverse and inclusive workplace. Our approach to Equality, Diversity and Inclusion recognises that bringing together teams with a diverse range of experiences, backgrounds and knowledge enhances our ability to understand our clients and deliver the best content.

The gender pay gap, as defined by the Ireland Government, is the difference in the average hourly wage of all men and women across a workforce regardless of what type of job they hold or level of responsibility.

Here at Screen Scene we recognise that 'pay gap' and 'pay equity' are very different things. Unlike pay gap calculations, pay equity compares individuals by job roles – comparing equal pay for equal work.

Organisational Overview

Employee Breakdown



- ▶ **Company Name:** Screen Scene Ltd
- ▶ **Sector:** Post Production facility
- ▶ **No. of Employees:** 101
- ▶ **Reporting Date:** 24th June 2025

Gender Pay Gap Data

Mean and Median Pay
Gap % difference (M-F)

► *Full Time*

Mean Hourly Pay Gap	Median Hourly Pay Gap	Mean Bonus Pay Gap	Median Bonus Pay Gap
27.5%	8.0%	53.4%	-70%

Gender Pay Gap Data

► Contract

***No Bonus paid to contract staff*

Mean Hourly Pay Gap	Median Hourly Pay Gap	Mean Bonus Pay Gap	Median Bonus Pay Gap
29.8%	34.9%	0%**	0%**

Proportion of Males to Females paid a bonus

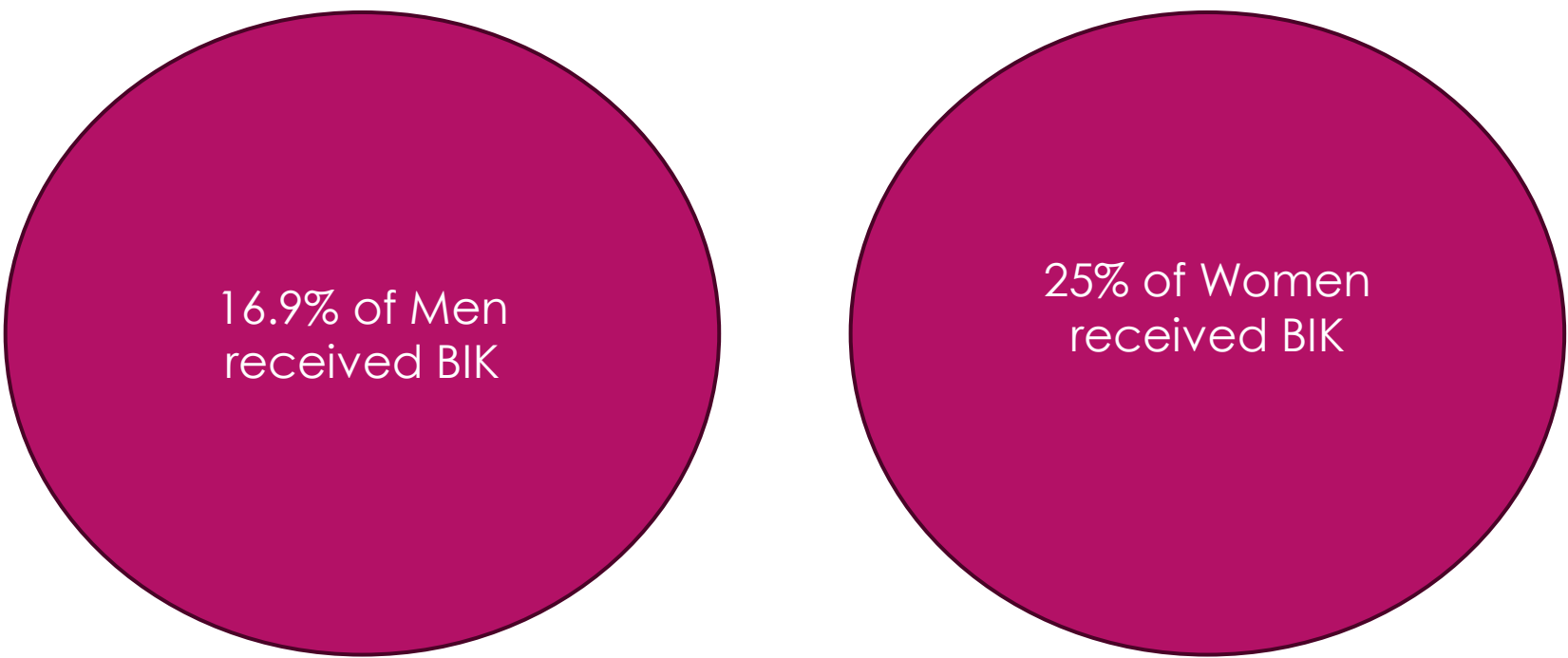


10.7% of Men
received Bonus

The infographic consists of two large magenta circles on a white background. The left circle contains the text '10.7% of Men received Bonus' and the right circle contains '2.7% of Women received Bonus'. Above the circles is a dark purple banner with the title 'Proportion of Males to Females paid a bonus' in white text. A small magenta rectangle is located in the top right corner of the slide.

2.7% of Women
received Bonus

Proportion of Males to Females paid a Benefit in Kind (BIK)



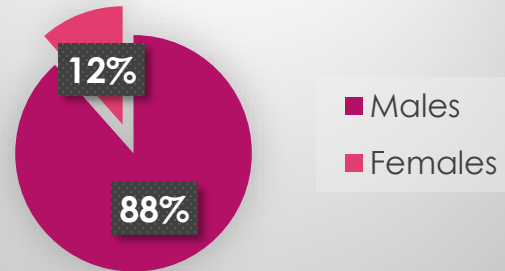
16.9% of Men
received BIK

The infographic consists of two large magenta circles. The left circle contains the text '16.9% of Men received BIK'. The right circle contains the text '25% of Women received BIK'. Above the circles is a dark purple banner with the title 'Proportion of Males to Females paid a Benefit in Kind (BIK)'. A small magenta rectangle is located in the top right corner of the slide.

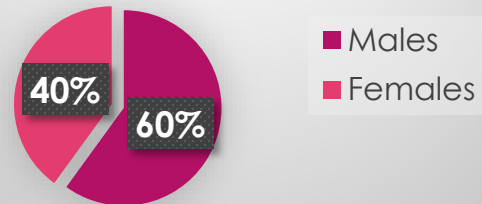
25% of Women
received BIK

Pay Quartiles

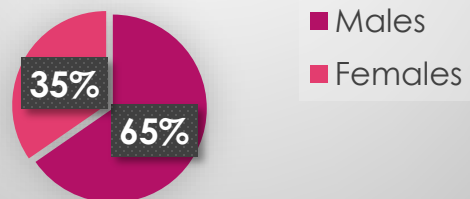
Upper Quartile



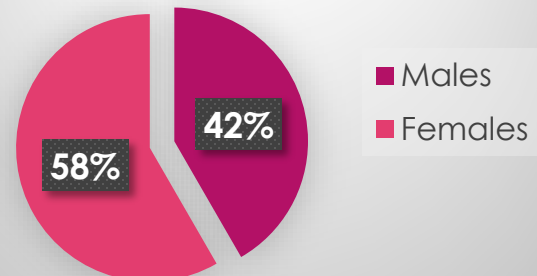
Lower Middle Quartile



Upper Middle Quartile



Lower Quartile



Analysis & Observations

Our analysis of our full-time employees shows a mean gender pay gap of 27.5% and a median gender pay gap of 8% in favour of men. The higher mean gap reflects the fact that men are disproportionately represented in senior creative, technical and management roles, which typically attract higher salaries.

The lower median gap indicates that pay is more balanced across the broader team, particularly in roles such as editing, coordination and support where gender representation is more even.

These gaps are not a result of unequal pay for equal work, but stem from historical industry trends where technical and leadership positions in post-production have been male dominated as well as differences in working patterns and career progression between men and women.

Analysis & Observations

For Contract staff, the gender pay gap is more pronounced, with a **mean gap of 29.8% and a median gap of 34.9%** both in favour of men.

This reflects the contract- based nature of post-production work, where higher-paying temporary roles, such as senior editors and VFX artists, are more frequently held by men.

Women are more commonly represented in lower-paid temporary positions such as production assistants, admin support etc. As for permanent staff, these gaps are not the result of unequal pay for equivalent roles but are indicative of structural disparities in role type, seniority and representation within the temporary workforce.

Action Plan

Screen Scene is committed to improving our gender pay gap. Our biggest opportunity to reduce the gender pay gap continues to be through increasing the representation of women, especially in more senior-level roles.

To help us close the gap, we plan to implement the following initiatives to attract and retain more female employees.

Action Plan

Diverse Hiring Panels

- ▶ When hiring post-production staff we will aim to ensure that hiring panels include women and/or gender-diverse individuals
- ▶ This will help reduce unconscious bias and leads to more equitable hiring outcomes

Mentorship & Sponsorship Programs

- ▶ Pair junior women in post roles with more senior assistants

Action Plan

Gender Inclusive Job Descriptions

- ▶ Use inclusive language in job posting for post roles to attract a wider range of applicants
- ▶ Language impacts who applies and underrepresentation in applicant pools contributes to pay disparities

Flexible Work Policies

- ▶ Allow flexible hours or remote work options where possible
- ▶ Women are often penalised in pay for taking on caregiving roles. Flexibility reduces this burden and supports retention

Other action points to consider

1.



Conduct a gender pay audit

Analyse current salary data by gender across all roles. Identify unexplained disparities after accounting for role, experience and tenure.

2.



Standardise pay bands

Create transparent pay bands or salary ranges for all roles and seniority levels. Ensure these are communicated internally to remove ambiguity and allow employees to benchmark themselves.

3.



Regular monitoring & reporting

Set KPI's around pay equity and gender representation in senior roles. Report on progress annually. Important to use feedback loops to track employee perception of pay fairness.