

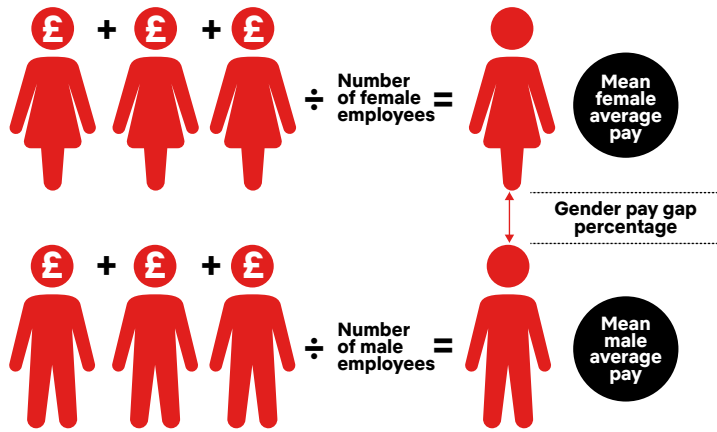
# **2023** UK Gender Pay Gap Report

**NETFLIX**

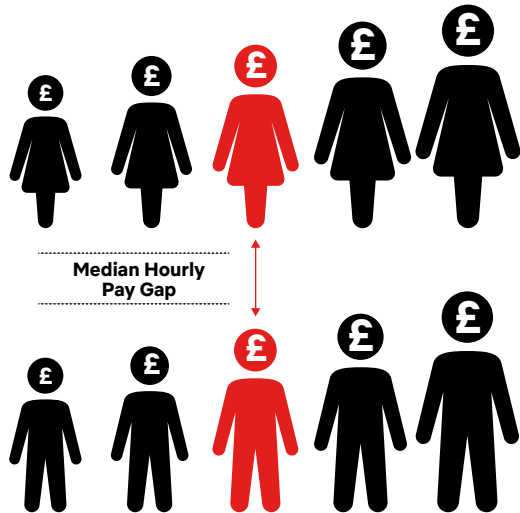
## Introduction

Great stories are what Netflix is built on, but great stories are not enough if they only come from one lens, reflect one experience, or embody one journey. At Netflix we believe that great stories can come from everywhere and be loved by everyone. Our members come from all across the UK, and all around the world, so we only succeed when our series and films like *Heartstopper*, *Top Boy* and *Bridgerton* not only entertain, but help our members connect to new voices, new ideas and perspectives. This is why diversity and inclusion is so integral to our success.

# Mean



# Median



## Why are we reporting the Gender Pay Gap?

UK legislation requires organisations with over 250 employees to report on their gender pay gap on an annual basis.

### What is the Gender Pay Gap and how is it calculated?

A **gender pay gap** measures the difference in the average hourly pay of men and women across all roles. Companies are legally required to calculate both the median and mean gender pay gap. The median gender pay gap compares the middle salaries of men and women, while the mean gender pay gap calculates the average pay of all men and women. The gender pay gap is different from pay equity.



## Pay Equity

At Netflix we have a strong focus on **pay equity** which means our goal is to ensure that people doing similar work in the same location - with similar skills and levels of performance - are paid similarly.

## Gender beyond the binary

We acknowledge that some of our employees might not identify as cisgender women or cisgender men, however we are bound by the legislation to report in this way.

## What is unique about Netflix compensation philosophy?

Our compensation philosophy is to pay personal top of market so that we can better attract and retain top performers in the industry. Unlike our competitors, we offer total cash compensation, which means all typical compensation components (i.e. bonus, cash allowances, short term incentives and long term incentives) are included in the base salary. We encourage employees and managers to have open, transparent conversations about their compensation. Our talent team routinely analyses pay across the company to look for possible disparities, including during the annual compensation review.

**Most importantly, when we identify inappropriate pay equity gaps, we rectify them.**

STAGE

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## Percentage of men and women in each hourly pay quarter

This calculation shows the % of men and women in each pay quartile. To obtain a pay quartile we have ranked all employees from the highest paid to the lowest paid and have divided the list into 4 equal groups. The Upper Quartile would represent the top 25% earners while the Lower Quartile would show the bottom 25%. We have a strong representation of women in each of the pay quartiles.

### Netflix Studios UK Limited

#### Upper Quartile



#### Upper Middle Quartile



#### Lower Middle Quartile



#### Lower Quartile



### Netflix Services UK Limited

#### Upper Quartile



#### Upper Middle Quartile



#### Lower Middle Quartile

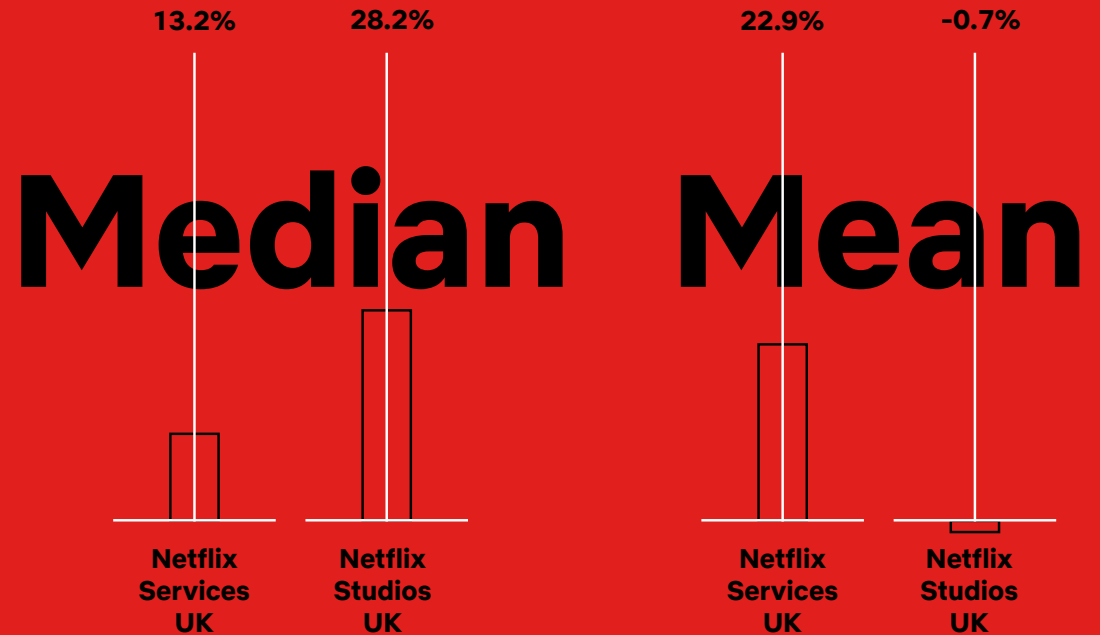


#### Lower Quartile



## Netflix's Gender Pay Gap

Women make up more than 60% of employees at Netflix and almost 60% of our highest paid employees. However, the gender pay gap by quartile indicates a higher proportion of women in lower-paid positions, such as administrative assistants and coordinators, which results in a higher median and mean gender pay gap.





## What informs how we think about pay & inclusion at Netflix:

At Netflix, we are committed to creating a diverse and inclusive workplace where everyone has the tools and opportunities they need to succeed. This includes:

### Equal pay for equal work

Netflix conducts an annual review of compensation to ensure men and women in comparable positions receive the same pay unless there are legitimate reasons such as skills for paying differing amounts. If any issues are identified, we quickly take measures to correct them.

### Diversity & Inclusion learning

Inclusion underpins all learning and development at the company, including onboarding, leadership development, and career conversations. All of our employees have access to key foundational inclusion learning that allows them to explore topics such as our inclusion value, unconscious bias, privilege and allyship. People managers are encouraged to embody the consciousness, competence, compassion, and courage required to lead inclusively at Netflix.

### Hiring

Hiring@Netflix is at the centre of the company's Talent Acquisition strategy and provides tools for a strategic, intentional, and inclusive hiring process. The program covers inclusive sourcing, managing bias, and creating a positive interview experience. Netflix also invests in external engagement activities to connect with diverse talent through recruiting events, partnerships, job boards, and employer branding.

### Benefits

Netflix provides benefits that support the needs of its employees and prioritises their wellbeing and productivity with inclusion in mind. These benefits include support for family-forming journeys, mental health, and backup care. Employees can also take time off when they need it. [Our flexible parental leave policy](#) is gender-inclusive. We offer a [family forming](#) benefit to support employees on their fertility, surrogacy, or adoption journey. It's available to employees regardless of marital status, gender, or sexual orientation.

### Employee Resource Groups

Our Employee Resource Groups (ERGs) are vital to creating sense of inclusion and belonging. ERGs are communities of employees who create space to connect on their shared experiences. They support and enrich our communities, allies, and the company as a whole. Each community creates space for people to celebrate their shared cultures and histories and they offer employees mentoring, career development, and volunteering opportunities, supporting each other through challenges. They also provide the company with insight into the perspectives, needs, and lived experiences of their communities. In the UK, we have 10 ERGs, including Women@ providing a community and learning environment for women and allies and The Village@ supporting parents and caregivers.



## Bonus Gap

For the purposes of the UK Gender Pay Gap Reporting Regulations, bonus pay includes any rewards related to:

- **profit sharing**
- **productivity**
- **performance**
- **incentive**
- **commission**

Our Compensation philosophy is to pay personal top of market all in cash (base salary only) with no variable compensation (i.e bonus, short term incentive or long term incentive) for all roles at all levels, as such we do not have bonus data to report.



## **Closing word**

We acknowledge that the gender pay gap is a complex issue. At Netflix, we are committed to paying all of our employees fairly and equitably. Our existing pay equity review mechanisms ensure that we can rectify any flags when they are identified. All of our practices are underpinned by a commitment to equity which helps shape a diverse and inclusive workplace.

This statement confirms that the published information is accurate at the time of publishing and is signed by

A handwritten signature in blue ink, appearing to be 'RT', with a long horizontal flourish extending to the right.

**Reginald Thompson**  
Company Director of Netflix Studios UK Limited  
and Netflix Services UK Limited

**NETFLIX**