

GENDER PAY GAP STATEMENT

SUBJECT	RSP'S Gender Pay Gap Statement
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Report on Rising Sun Pictures (RSP) Gender Diversity and Inclusion Initiatives

Introduction:

In compliance with the legislation applicable to entities in South Australia and Queensland with 300 or more employees, Rising Sun Pictures (RSP) is committed to taking concrete and time-bound actions to address and transparently report on gender diversity and inclusion within our organization. This report outlines our strategic steps and initiatives aimed at achieving gender balance, advancing women into underrepresented roles, and supporting their progression into higher-paying creative supervision roles, including Compositing Supervisors, CG Supervisors, and Visual Effects Supervisors.

Gender Pay Gap Analysis:

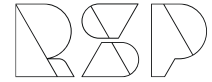
RSP acknowledges that the gender pay gap is a critical indicator of gender balance within an organization. It measures the disparity between the average earnings of male and female employees, regardless of their roles or seniority. To address this gap, we have undertaken an analysis to identify the specific areas and timeframes within which we can enact meaningful change.

Analysis of the Gender Pay Gap:

Our detailed analysis of the gender pay gap figures has revealed the need for targeted interventions. We recognize that pay gaps are influenced not solely by gender but also by factors such as development opportunities, experience, part-time work, and tenure in roles. In response, we are committed to implementing actions designed to narrow these gaps within specific timeframes.

Gender Pay Gap Quartile Figures:

Our examination of the proportion of females and males in each quartile band has highlighted areas where gender balance is skewed. With defined timelines, we aim to rectify these imbalances and achieve more equitable representation within our organization.



Action Plan:

At RSP, we are dedicated to making concrete and timely progress in gender diversity and inclusion. Our comprehensive action plan includes the following:

Reinforcing Our Commitment to Equity through Unbiased Hiring: We continue to prioritize the enhancement of our recruitment practices, focusing on eliminating bias and fostering an inclusive environment. This effort is a cornerstone of our strategy to ensure a diverse and equitable hiring process, reflecting our long-term dedication to creating an inclusive workplace culture.

Elevating Women into Key Leadership Positions: As part of our ongoing commitment to gender equity, we are actively working to promote women from entry-level and junior artist positions into pivotal leadership roles within our organization. This includes positions such as Compositing Supervisors, CG Supervisors, and Visual Effects Supervisors. Our goal over the next two years is not only to address gender disparities but also to empower women with the leadership skills and opportunities they need to thrive in these high-impact roles.

Sustaining and Enhancing Recruitment Efforts for Female Leadership: We are steadfast in our commitment to intensify our recruitment efforts, specifically aimed at increasing the presence of women in creative supervisory roles. By setting a goal to boost female representation by 30% in these positions, we are taking concrete steps towards achieving a more balanced and inclusive leadership team. This initiative is an integral part of our broader strategy to cultivate a diverse talent pool and ensure that our leadership reflects the diversity of thought, experience, and perspective that drives innovation.

Continuously Offering Development Opportunities for Women: Recognizing the critical role of development and training in preparing individuals for leadership, we are committed to providing ongoing opportunities specifically tailored for women within our organization. These initiatives are designed to equip women with the necessary skills, knowledge, and experiences to excel in creative supervision roles. By the end of this fiscal year, we aim to have a robust program in place that supports women's career advancement, leadership development, and contributes to our overarching goal of fostering an inclusive and supportive work environment where all employees have the opportunity to succeed.

Conclusion:

RSP recognizes the urgency of fostering gender diversity and inclusion within our organization and the need for specific and time-based actions. We are committed to achieving gender balance, advancing women into higher-paying creative supervision roles, and ensuring equitable treatment for all employees. These initiatives align with our core values of integrity, accountability, people, and performance, and we remain steadfast in our mission to make memorable contributions to VFX through a diverse and inclusive workforce.

As we move forward, RSP will continuously assess and refine our strategies to promote gender diversity and inclusion, ensuring that our workplace is welcoming, equitable, and progressive for all.