

GENDER PAY GAP REPORT 2021

04/04/2022





FOREWORD

Reducing the Gender Pay Gap continues to be an important part of our commitment to addressing Equality, Diversity, and Inclusion at Sumo Digital and in the wider games industry.

Whilst we acknowledge the increase in our gender pay gap, the cause of this increase is a direct reflection of the efforts that have been made at recruiting women into the business at grassroots level. We are encouraged by the increase in women joining the business overall and Sumo is committed to supporting and promoting these women to help close the gap as they progress in their careers.

As a company we continue to be honest and open about the challenge the gender pay gap presents and recognise there is still much work to do, we know significant change in this area will take time. Sumo continues to take steps to address the pay gap discrepancies in the long term by encouraging more women and girls to choose careers in games and to reach their full potential in senior roles once they join the industry, as well as looking to attract senior women from outside the industry to some of the top roles within games development.

2022 sees a renewed focus on celebrating and spotlighting the talented women across Sumo Digital, with ongoing partnerships (Women in Games, Ahead Partnership, and Mission Gender Equity mentorship schemes) and new partners (Code Coven, Into Games, Limit Break) in place to help support our commitment to reducing the gender pay gap. With our first Equality, Diversity and Inclusivity Manager now in position to help exclusively address the ongoing challenge of equity within the business, we are beginning to see tangible results in this area.

Gary Dunn

Managing Director, Sumo Digital Ltd.

WHAT IS THE GENDER PAY GAP?

The gender pay gap refers to the difference between the average earnings of men compared to the average earnings of women across the workforce.

The gender pay gap is different from equal pay, which focuses on whether men and women are compensated equally for performing the same or similar work. Sumo Digital confirm that men and women receive equal pay for the same or similar work.

HOW IS IT MEASURED?

The gender pay gap is measured in two ways:

M E D I A N
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The **median gender pay gap** reflects the middle of the distribution as a measure of average pay. In any organisation, half of employees earn more than the median, and half earn less.

$$\text{MEAN} = \frac{X}{Y}$$

The **mean gender pay gap** is the total pay received (X) divided by the number of people receiving it (Y).



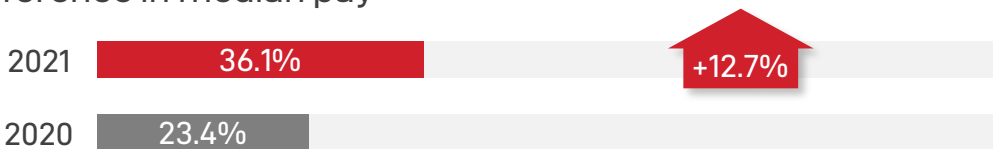
OUR DATA

The gender pay gap information in this report is for the 'snapshot' date of 5th April 2021.

The information used to form the basis of the calculations is the ordinary pay data and bonus payments for the individuals employed on the snapshot date. For bonuses, it includes payments made in the 12 months prior to 5th April 2021.

Sumo Digital's mean and median gender pay gaps have increased since 2020. In our 2020 report we recognised that a rise in women recruited in the lowest pay quartile could potentially mean an overall increase in the pay gap in future years.

Difference in median pay



Difference in mean pay



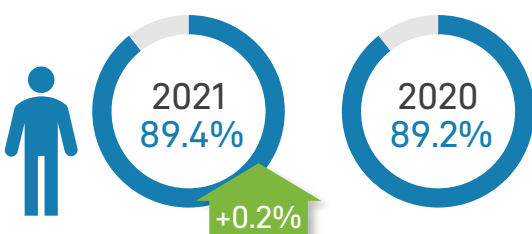
Difference in median bonus



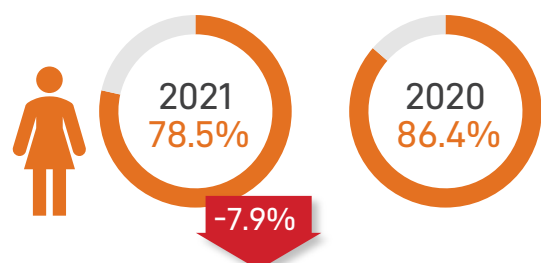
Difference in mean bonus



Proportion of men with bonuses



Proportion of women with bonuses



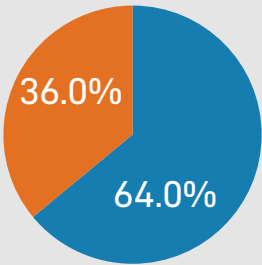
Sumo Digital has in fact recruited more women into the company since the 2020 report, however the majority of these have been in the bottom quartile (entry level roles) meaning the gender pay gap will likely continue until more women are recruited in more senior roles.

Both the mean and median bonus pay gaps have slightly decreased, indicating that relative to men, women were paid more bonus in 2021 than in 2020, which is shown by the decrease in the mean bonus gap. The lower percentage of women receiving a bonus is a result of a higher percentage of women joining the company after the cut-off for bonus eligibility.

UK PAY QUARTILES

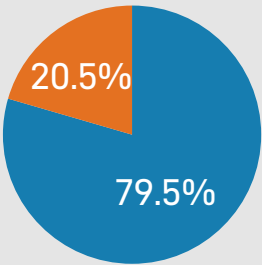
Men Women

2021



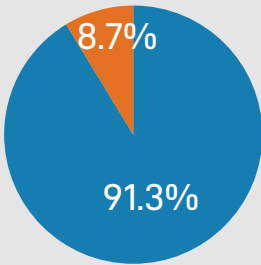
LOWER

+12.8% Women



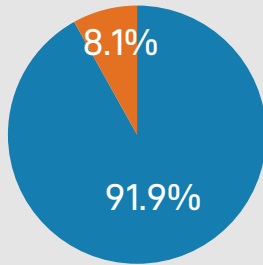
LOWER-MIDDLE

+0.2% Women



UPPER-MIDDLE

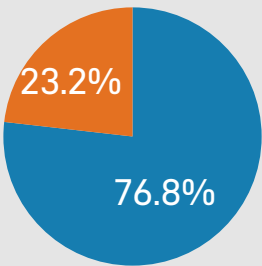
+0.7% Women



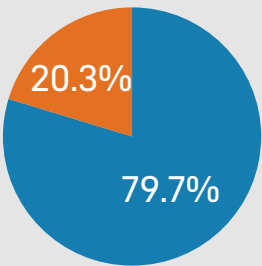
UPPER

+2.3% Women

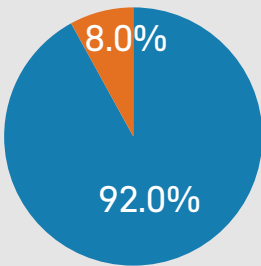
2020



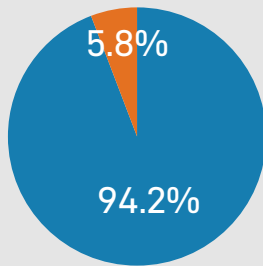
LOWER



LOWER-MIDDLE



UPPER-MIDDLE



UPPER

TACKLING THE PAY GAP

Talent Attraction

We are a people business; the success of our people is the success of our company. We focus on supporting our people, nurturing their talent and providing a healthy, friendly, enriching, creative and safe environment in which to work. Our family friendly policies, flexible benefits programme and increased reward schemes ensure we continue to be an attractive option for new talent, and that we retain and support existing talent whilst we continually look at ways of widening the pool of potential recruits.

Learning & Development

Our career development pathways give our people clear steps for growing their careers at Sumo. We continue to invest in mentoring and in 2021 we launched our first diversity internship programme into which 50% were women. We have now started our own industry leading programming apprenticeship programme to which 50% of our academy apprentices are women. The Sumo Digital Academy talent development programme creates new pathways into the games industry by opening the door to graduates looking to make their first career move, those skilled in different industries and those seeking a career change.

Equality, Diversity and Inclusion

In July 2021 the first Equality, Diversity and Inclusion (EDI) Manager joined demonstrating the highest level of commitment from Sumo Group to addressing issues of equality, diversity and inclusivity. Our diversity focus group was relaunched as Prism in 2021 with a renewed focus and clearly defined purpose, enabling Diversity Champions and Executive Sponsors to develop employee led EDI activities and celebrations, and feed into corporate policy and initiative development. We emphasise the importance of equality, diversity and inclusion with mandatory learning for all managers on unconscious bias and equality law.

Partnerships

We are committed to establishing and maintaining meaningful partnerships with those who share our vision to increase equality, diversity and inclusivity in the games industry. Our ongoing collaboration with Women in Games and Mission Gender Equity will continue this year and during 2022 we will expand our partnership programme to include Into Games, Code Coven and Limit Break.

Raising the profile of women at Sumo Digital

We continued to increase the women, ethnic minorities and LGBT+ participation on conference event panels and representation in recruitment events and materials throughout 2021. We are establishing best practise across such opportunities to ensure we participate only in diverse and inclusive panels and speaker slots.

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