

SUMO DIGITAL GENDER PAY GAP REPORT 2020





Tackling the Gender Pay Gap is a very important part of our commitment to addressing Equality, Diversity and Inclusion at Sumo and in the wider games industry.

Despite the difficulties caused by COVID-19 and the move to work from home during lockdown, 2020 has seen us undertake several

new EDI initiatives as well as continuing with our 30% Club Cross-Company Mentoring Scheme and Women in Games sponsorship. Our Ahead Partnership schools outreach programme was highly successful at reaching girls, achieving close to 50/50 participation. Unfortunately, school visits had to be cancelled during lockdown, but it has been reworked into a virtual programme until it is safe to resume.

We are pleased that our 2020 gender pay gap has reduced by over 7% from 2019, but we recognize that there is still much work to do to continue to encourage more women and girls to choose careers in games and to reach their full potential in senior roles once they join the industry.

I confirm that the gender pay gap data in this report is accurate.

Gary Dunn

Managing Director, Sumo Digital Ltd.

What is the Gender Pay Gap?

The gender pay gap shows the difference in the average pay of men and women across a workforce over a period. The gender pay gap is not the same as unequal pay (paying men and women differently for the same or similar work). Unequal pay is unlawful. Sumo Digital confirm that men and women receive equal pay for the same or similar work.

Our Data

The gender pay gap information in this report is for the 'snapshot' date of 5th April 2020. 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 2020. The pay information that is used is for the month of March 2020 (being the company's normal monthly pay period covering 5th April).

Sumo's mean and median gender pay gaps have decreased since 2019. The mean bonus pay gap has slightly decreased, but the median bonus pay gap has increased significantly, indicating that relative to men, women were paid more bonus in 2020 than in 2019, which is shown by the decrease in the mean bonus gap. However, the distribution of the bonuses paid to women has changed, affecting the median bonus gap.

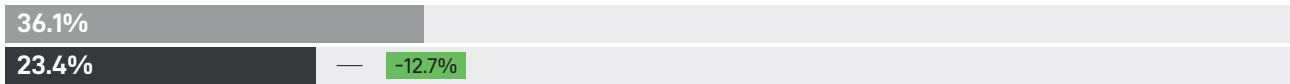
The proportion of women in the top three quartiles has increased and the proportion of women in the bottom quartile has decreased. This increase in women at the higher quartiles is indicative of Sumo having promoted and recruited women into senior and leadership roles.

While the reduction in our gender pay gap and the increase in women in the upper three pay quartiles is very encouraging, we recognize that eliminating the pay gap will require sustained efforts, particularly around encouraging more women to enter the industry, and that these could potentially mean an increase in the proportion of women in the lowest pay quartile and an overall increase in the pay gap in future years.

MEAN GENDER PAY GAP



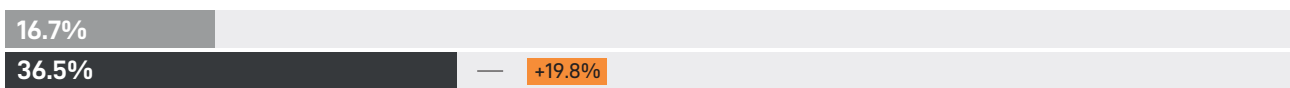
MEDIAN GENDER PAY GAP



MEAN GENDER BONUS GAP



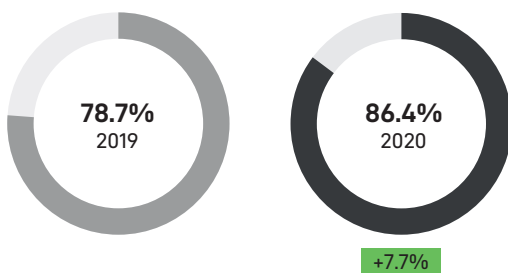
MEDIAN GENDER BONUS GAP



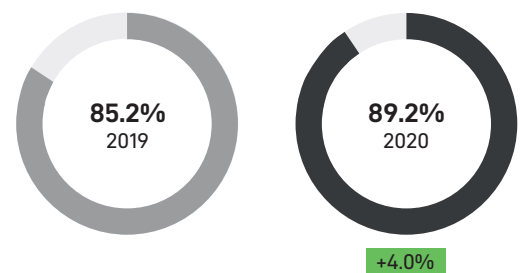
2019 2020 % DIFFERENCE VS 2019

PROPORTION OF EMPLOYEES RECEIVING A BONUS

Women



Men



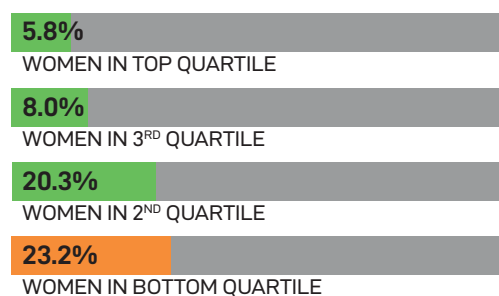
All employees irrespective of gender who were employed by the bonus cut-off date are eligible for a bonus. The difference shown in the charts above are a result of new starters and leavers.

POPULATION BY PAY QUARTILE

SUMO DIGITAL LTD (UK) 2019



SUMO DIGITAL LTD (UK) 2020



The proportion of women in the top three quartiles has increased and the proportion of women in the bottom quartile has decreased. This increase in female representation at the higher quartiles is indicative of Sumo having promoted and recruited women into senior and leadership roles.

Tackling the GPG

NEW FOR 2020:

Advertising and applications

All Sumo Group job adverts are now checked for gendered language via a gender decoder tool. Applicant equality monitoring questions were introduced in Q3 2020 enabling us to build a profile of our applicant pool and identify any trends or issues around women applying and applicants from other under-represented groups.

Interviews

We have increased the number of women on our interview panels and representation in recruitment events and materials. We have introduced mandatory equality law training alongside unconscious bias training for all managers.

Internships

This year we launched The Chinese Room's 2020 internship, putting the door to entry in places where it does not currently exist. The internship programme is designed to remove some of the obstacles that can make it more difficult for those under-represented in our industry to progress their careers.

Sumo Academy

The Academy is Sumo's new talent-development programme creating new pathways into the games industry. Providing our own training programmes for new entrants will allow Sumo to cast the net wider in recruitment, encouraging diversity and tapping into new sources of talent. The programme currently focusses on game programming roles and took on its first cohort in September 2020. An inclusive interview process invited applications from candidates without portfolio work to take part in a programming boot camp to establish their natural talent and potential for programming. While portfolios usually provide the most accurate means of identifying talent, they bias recruitment towards middle-class entrants studying games degrees, which we know struggle with diversity themselves. Through this process we were able to appoint talented graduates with a much wider range of backgrounds (Fashion, History, Physics, Philosophy) and demonstrate the potential for this approach. The Academy is now looking to apply positive action to mentor women and BAME candidates in advance of the interview process to increase the number of women and BAME candidates entering the scheme next year.

Sheffield Women in Computer Science (SWiCS) C++ Programming Workshops

The Academy ran a 5-week long programme of online C++ programming workshops with the SWiCS society. This culminated with a workshop co-delivered with the SWiCS, aimed at encouraging A-Level Computer Science students to try C++ game programming.

New EDI Model

Sumo's employee Diversity Focus Group has grown to over 70 members. In Q3 2020 a new structure with defined roles for Diversity Champions and Executive Sponsors across 7 communities was implemented to enable the development of employee led EDI activities and celebrations, and also feed into corporate policy and initiative development. The seven communities are Faith, BAME, Nationality, LGBTQ+, Women, Working Families, Ability & Wellbeing.

EDI Survey

In Q3 + Q4 2020 Sumo undertook its first ever EDI employee survey to benchmark our people demographic against the UKIE Census results, to find out about the experiences of different groups of our people, and to find out what our people wanted Sumo to focus on in EDI. The results will be used to identify the areas of focus for 2021.

New Equal Opportunities & Dignity at Work Policy

In collaboration with our Diversity Focus Group, we have recently reviewed and rolled out an updated Equal Opportunities & Dignity at Work Policy. The review has ensured the updated policy is accessible, supportive and is reflective of Sumo's values and commitment to ensuring our Studios are safe, inclusive and comfortable environments for everyone.

CONTINUED FROM 2019:

30% Club Cross-Company Mentoring Scheme

Launched in 2019, our second cohort of 9 mentor/mentee pairs began the 9-month cross-company mentoring programme in November 2020. This mentoring scheme is designed to encourage high potential women to be proactive and bold in their career aspirations, with the aim of helping more women to reach senior positions.

Ahead Partnership school outreach programme & International Women's Day

The Ahead Partnership pilot in 2019 ran hands-on workshops for 11-13-year-old students (min 50% girls) from three Sheffield schools and was a huge success. Unfortunately the programme could not run in 2020 due to COVID but an adapted virtual 2021 programme is now underway. The aim of the programme is to inspire students, particularly girls, to pursue careers in the video games industry and is designed and delivered in partnership with Ahead Partnership. We are thrilled that one young game designer, Cameron Crossland, who took part in our pilot won the 10-14 Game Concept award at the BAFTA Young Game Designer awards in 2020.

Sumo held a second International Women's Day event in March 2020 involving students from one of the schools engaged in The Ahead Partnership programme. As a result, one student will be doing work experience at Sumo (date

to be determined post lockdown).

We believe that building deeper relationships with selected local schools will result in higher quality and consistent engagement that will offer better career guidance and work experience opportunities for the students, often from under-represented groups, at these schools.

Women In Games – Awards sponsor and WIG Corporate Ambassador

Sumo have continued to support Women in Games and we were delighted to sponsor the conference awards and continue as Corporate Ambassadors for the second time in 2020.