

SUMO DIGITAL GENDER PAY GAP REPORT 2019





Sumo are committed to undertaking action that will positively impact the gender pay gap and lack of gender diversity in Sumo and the wider games industry. In the last year we have engaged in two major programmes – a schools outreach targeted at 11 – 13 year old pupils and the 30% Club Female Mentoring Scheme. We

continue to extend our involvement in both and these will be cornerstones of our work to promote games as an attractive career choice for girls, and to develop and inspire women already working in games to reach their potential into senior and leadership roles.

We are now also proud to offer new mothers/ primary adopters leave of 20 weeks at full pay and 4 weeks' full pay to those on paternity leave.

We have commenced our programme to eliminate unconscious bias from our recruitment and selection process and communications.

Importantly, we are also now collaborating with the wider industry via the UKIE Diversity Pledge and Women In Games and look forward to more events, knowledge sharing and working with other studios to keep gender diversity and inclusion high on the agenda.

Although Sumo's 2019 gender pay gap has increased slightly from 2018, we are confident that the gender pay gap will begin to reduce when the collective benefits of these actions and those of the wider industry begin to take effect.

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 2019. 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 2019. The pay information that is used is for the month of March 2019 (being the company's normal monthly pay period covering 5th April).

Sumo's mean and median gender pay gaps have increased slightly from 2018. The mean bonus pay gap has increased, but the median bonus pay gap has reduced significantly, indicating that while the top end of men's bonuses has increased compared to women's, most women's bonuses have increased compared to most men's bonuses.

The proportion of women in the two upper pay quartiles has increased slightly and decreased slightly in the second quartile. This increase in female representation at the higher quartiles is indicative of Sumo having promoted and recruited women into senior and leadership roles.

The increase in mean and median gender pay gaps and increase in the proportion of women in the lowest quartile is indicative of more entry level female hires. With progression (supported by measures such as the 30% Club Mentoring Scheme – see below) we would expect many of these females to achieve promotion to more senior roles and eventually positively impact the gender pay gap. We know that this isn't going to happen quickly, and it is possible that our gender pay gap may increase further before it improves, as we continue to attract more young women to choose a career in video games.

MEAN GENDER PAY GAP



MEDIAN GENDER PAY GAP



MEAN GENDER BONUS GAP



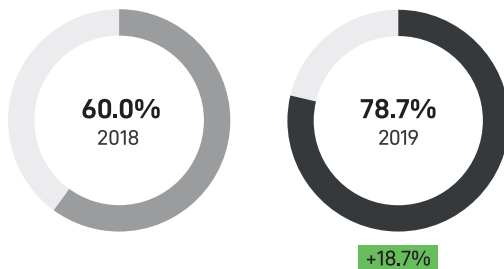
MEDIAN GENDER BONUS GAP



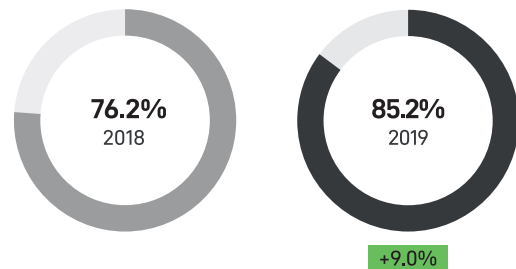
2018
 2019
 % DIFFERENCE VS 2018

PROPORTION OF EMPLOYEES RECEIVING A BONUS

FEMALE



MALE



GENDER POPULATION BY PAY QUARTILE 2019



FEMALE
 MALE
 % DIFFERENCE VS 2018

Tackling the GPG

Two major initiatives that were announced in last year's gender pay gap report have continued with excellent progress, and we have several other new policies and initiatives underway:

30% Club Female Mentoring Scheme

Sumo's ambitious participation in the 30% Club Female Mentoring Scheme', run in partnership with Women Ahead commenced in October 2019, with an employee cohort of 17 pairs of female mentees and male and female mentors participating in the 9-month programme. We are looking forward to the full results in June, when we expect to confirm that this initiative has achieved its objective of encouraging our female employees to take a more active and bold approach to their career progression and personal development. So far, the feedback from all participants is overwhelmingly positive with participants describing the experience as "exciting", "worthwhile" and "rewarding".

Sumo have committed to the 30% Club Female Mentoring Scheme programme again for 2020. We expect it to become a regular feature in our work to tackle the gender pay gap.

School Outreach Scheme

Sumo's first schools outreach programme ran for the first time in June 2019 and involved 360 children aged 11-13 from 3 schools in workshops and game creation challenges. The aim was to encourage and inspire more school-age children, with a focus on girls, to pursue careers in video game development. The programme was designed and delivered with the Ahead Partnership.

Schools were encouraged to select a minimum of 50% girls for participation and this resulted in a gender split of 57% girls and 43% boys. The resounding success of this approach was reflected by 90% of participating children reporting that they left understanding the subjects and college/university courses useful in the games industry (vs 28% before the programme) and 94% reporting that they had gained a good understanding of jobs available in the games industry (vs 37% before the programme). Overall, approximately 50 girls who had not previously considered a career in video games said they would now do so.

Following this success, we have expanded the programme in 2020 to include The Chinese Room in Brighton alongside our Sheffield studio, with further plans to add more Sumo studios and schools in coming years.

Maternity/Adoption/Paternity Policy

In July 2019 Sumo launched a much-improved maternity/adoption and paternity policy with 20 weeks' full paid leave for new mothers/primary

adopters and 4 weeks' full paid leave for those taking paternity leave. This new, family friendly policy will ensure that all new parents have the individual right to a generous amount of time off on full pay when they have a new child and is aimed to be attractive to existing and prospective employees, particularly women. The feedback that we have had so far suggests that this new policy has been very well received and should help with our aim to attract more women to seek employment at Sumo and to retain the women we already employ.

Unconscious Bias and Recruitment

A programme of unconscious bias training has commenced along with a review of recruitment advertising, communications and process to eliminate the potential for bias and remove gendered and other non-inclusive language. Ensuring that our communications and practices are inclusive and free of bias is paramount.

Women In Games – Conference sponsor and WIG Corporate Ambassador

Sumo were delighted to sponsor and attend the Women in Game conference in September 2019 and be confirmed as Corporate Ambassadors. In January 2020 we held a Women in Games day with presentations from Women In Games Chair, Marie-Claire Isaaman, where we enjoyed knowledge sharing talks from female employees on their areas of expertise and had roundtable feedback discussion between Marie-Claire and Sumo's Diversity Focus Group. The event was widely publicised internally and attended by men and women from all studios.

UKIE Diversity Pledge

Following the UKIE Diversity Census in October 2019, Sumo were proud to be confirmed as one of 15 launch partner studios in the UKIE Diversity Pledge launched in February 2020. We look forward to collaborating with other studios to share knowledge, ideas and experiences on how we can effectively act to improve diversity and inclusion in the games industry.

International Women's Day 2020

Building on 2019's International Women's Day celebrations, Sumo once again held a fun, interactive, informing and inspiring careers event for a group of female students from a local secondary school on 6th March 2020. The students had lots of opportunity to talk Sumo employees about their roles in the industry and find out about the range of careers available. We had lots of fun, snacks and rounded the evening off with a Team Sonic Racing tournament.

