



# UK GENDER PAY GAP REPORT 2022

04/04/2023





## FOREWORD

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

We're pleased to report a decrease in our gender pay gap for 2022 with an uplift in the number of women in more senior roles across the business. We have again seen more women joining the business overall and are encouraged by the continued rise of women starting their career at Sumo Digital.

In 2022 we placed a renewed focus on partnerships that share our commitment to encouraging women joining, and supporting those already in, the games industry. We participated in careers events with Women in Games for the third year running which generated an increase in applications from women at the time of the event. We provided the funds for new partner Code Coven to run a Sparks Course on Level Design and had both mentors and mentees participate in established mentoring programme Mission Gender Equity and our new partner Limit Break. Additionally, we continued our long-standing collaboration with Ahead Partnership around schools outreach and worked with Into Games for the first time supporting people developing the skills and confidence they need to thrive in games.

Whilst our gender pay gap has decreased this year, we are keenly aware there is still a lot to be done and recognise that our continued commitment in this area will take time to show significant results.

Throughout 2023 we will build on our partnerships, programmes and initiatives dedicated to helping marginalised groups in games development and continue to grow our PRISM Women's Stream engaging people across the company to help affect real change at policy level. Our Inclusion & Belonging team will be expanding to help move this forward and we are looking forward to being able to see further tangible results in this area.

**Gary Dunn**

**Managing Director, Sumo Digital Ltd.**

## What is the gender pay gap and how is it measured?

The gender pay gap refers to the difference between the **average earnings** of men and 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.

The gender pay gap is measured in two ways:

M E D I A N  
| | | | | | | | | | | | | | | |

The median gender pay gap reflects the middle of the distribution as a measure of average pay. In an 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 divided by the number of people receiving it.



## OUR DATA

The gender pay gap information in this report is for the 'snapshot' date of 5th April 2022.

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 2022.

Sumo Digital's mean and median gender pay gaps have decreased and we have had a rise in the number of women overall at the company since the 2021 report.

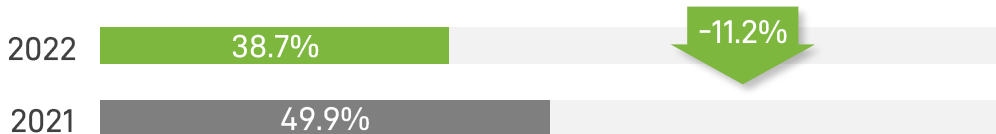
### Difference in mean pay



### Difference in median pay



### Difference in mean bonus

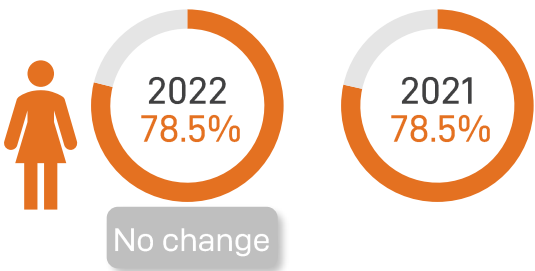
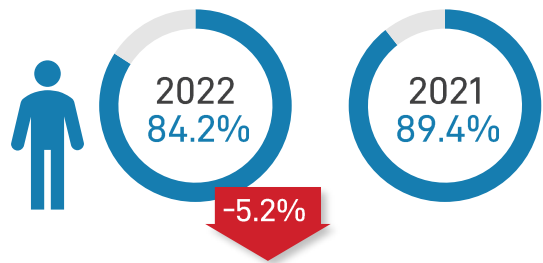


### Difference in median bonus



Proportion of men with bonuses

Proportion of women with bonuses



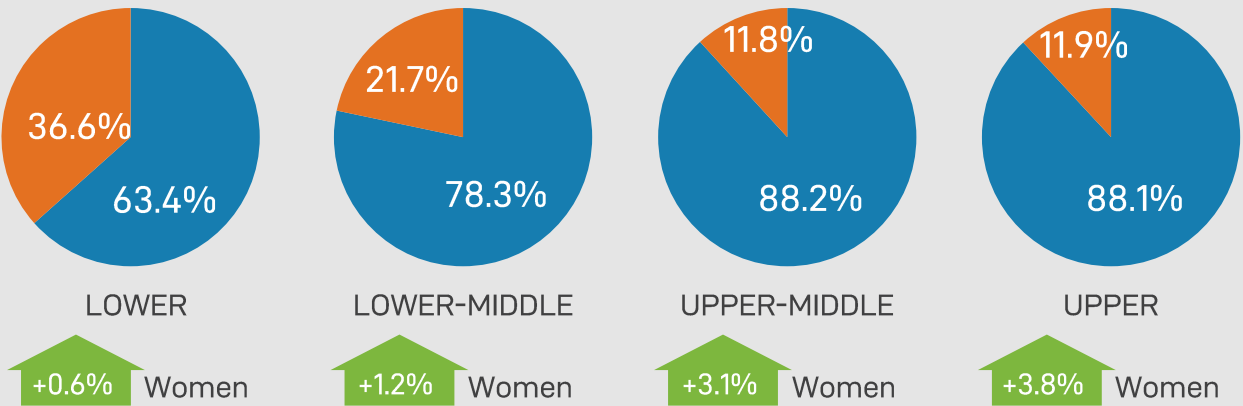
The increase in the median bonus pay gap indicates that relative to men, women were paid less bonus in 2022 than in 2021. Despite this, the mean bonus pay gap has increased. This suggests an increase in bonuses paid to women in the lower and/or higher end of the spectrum, but not the middle.

The lower percentage of women receiving a bonus, compared to men, is a result of a higher percentage of women joining the company after the cut-off for bonus eligibility.

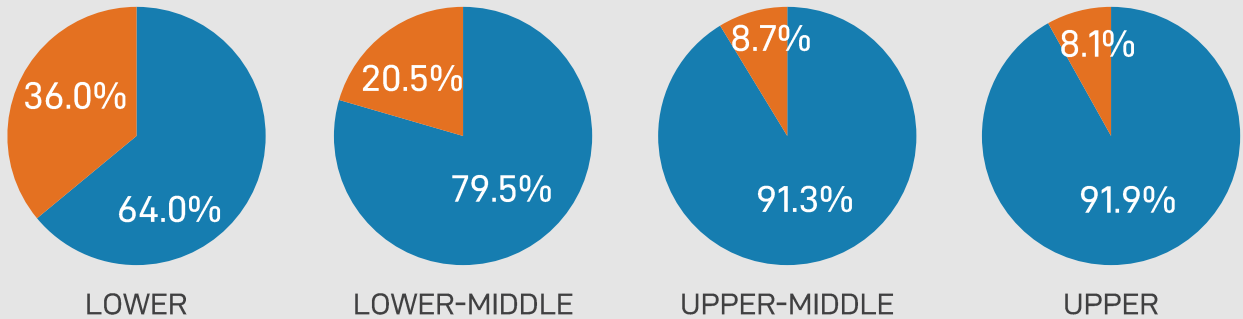
UK PAY QUARTILES

● Men ● Women

2022



2021



# 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 pathway framework gives our people clear steps for growing their careers at Sumo. We continue to invest in career development, specifically for women, and in 2022 we ran a pilot programme for emerging leaders with 10% of the cohort being women. In 2023 so far there has been a 20% uplift of women undertaking the programme. We will continue to support our studios to ensure we are developing our women into senior management roles through a range of resources.

We continue to invest in our diversity internship programme and our own industry leading programming apprenticeship which is now in its third year. The Sumo Digital Academy talent development programme continues to create 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.

## Inclusion & Belonging

In 2023 we expanded our Inclusion & Belonging team as part of our continued commitment to addressing issues of equality, diversity and inclusivity. Our internal diversity focus group, Prism, now in its second year has over 200 active members who will continue to collaborate to enact change at policy level for our marginalised genders and minority groups.

We ran our 2023 Sumo Census in January this year, the specific set of data results reported on will help drive our inclusion and belonging agenda to make informed positive change and equalise prospects for everyone in the company.

We continue to emphasise the importance of equality, diversity and inclusion with ongoing mandatory learning for all managers on unconscious bias and equality law.

## Partnerships

We are committed to maintaining the meaningful partnerships we have with those who share our vision to increase equality, diversity and inclusivity in the games industry. Our successful collaborations with Women in Games, Limit Break, Code Coven and Mission Gender Equity will continue in 2023 and we will look to further add to this list in the coming 12 months.

## Raising the profile of women

We continue to encourage women, ethnic minorities and LGBTQ+ participation on conference event panels and in particular at our internal Sumo Developer Conference (SDC). We ensured equal representation in recruitment events and promotional materials throughout 2022 and will continue to do so in 2023.



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