

# **GENDER PAY GAP REPORT 2018**





Publishing gender pay gap data highlights the issue of the lack of women in the workforce faced by Sumo as part of the international video games industry. This shortfall in females is particularly prevalent in senior roles within game development.

Accelerating the rate of recruitment of females into our industry is the key to changing this long term. We are committed to doing as much as we can to nurture the next generation of female talent by inspiring girls to work in video games through our work with the Make the Grade programme.

In the short to medium term we will improve the development, promotion and retention of skilled and high potential women that we employ and are proud to be participating in a cross company mentoring scheme for female employees.

While Sumo's gender pay gap results for 2018 are a slight improvement on the previous year, we recognize there is much more we need to do.

We are investing in quantifiable, sustainable initiatives designed to have a positive impact on reducing the gap in the coming years.

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

**Paul Porter**  
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 confirms 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 2018. 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 2018. The pay information that is used is for the month of April 2018 (being the company's normal monthly pay period covering 5th April). The report relates to the three Sumo Digital Ltd studios in existence during this period: Sheffield, Nottingham and Newcastle.

Sumo's mean and median gender pay gaps have reduced slightly from 2017. The bonus pay gap has increased, reflecting the fact that normal annual bonuses were not paid during the data period in 2017, but were in 2018. The proportion of women in the three upper pay quartiles has increased slightly and decreased slightly in the lowest quartile.

## Tackling the gender pay gap

Following the 2017 gender pay gap report a cross-studio Diversity Focus Group of employee representatives was formed with an initial focus on gender diversity. As a result of the group's activity, 2019 has seen us progress and introduce several initiatives and measures designed to positively impact the contributing factors to our gender pay gap.

### Female Employee Mentoring Scheme

We are participating in a cross company female employee mentoring programme with a goal of encouraging female employees to take a more active and bold approach to their career progression and personal development. Our first cohort of mentors and mentees will commence the 9-month programme in October 2019.

This focus on career progression is supported by the Sumo Pathway, our newly implemented competency and skills framework which underpins and supports career development, performance management and succession planning for all staff in a clear, structured and objectively assessed way.

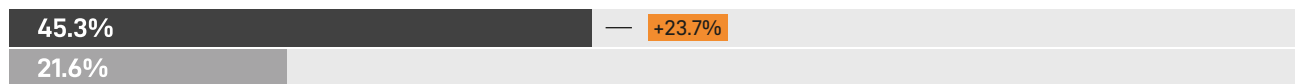
### MEAN GENDER PAY GAP



### MEDIAN GENDER PAY GAP



### MEAN GENDER BONUS GAP



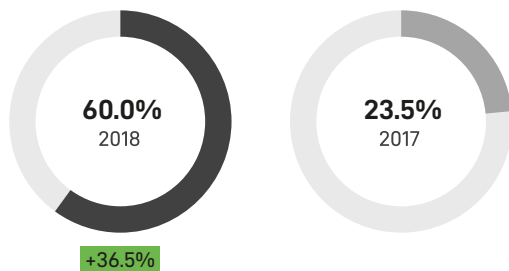
### MEDIAN GENDER BONUS GAP



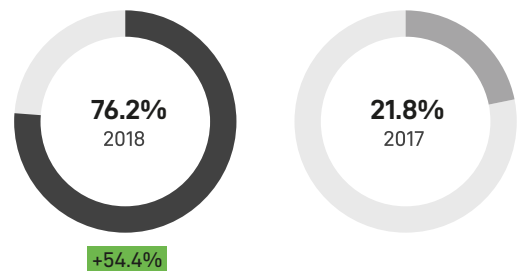
2018
  2017
  % DIFFERENCE VS 2017

### PROPORTION OF EMPLOYEES RECEIVING A BONUS

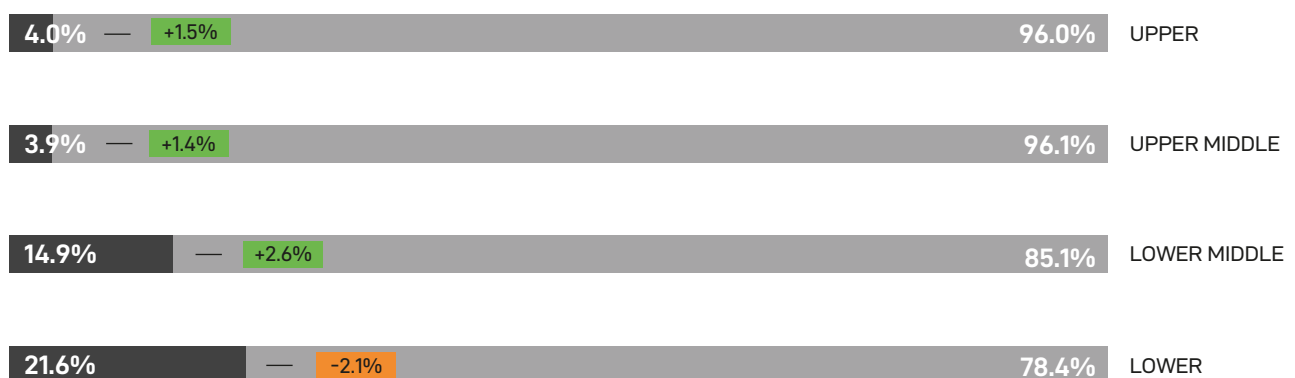
#### FEMALE



#### MALE



### GENDER POPULATION BY PAY QUARTILE 2018



FEMALE
  MALE
  % DIFFERENCE VS 2017

### School Outreach Scheme

We have also launched a project in partnership with the Make the Grade school outreach programme with a goal of inspiring more girls to consider a career in games. The programme will involve Sumo employees delivering careers workshops and game creation challenges across three Sheffield schools involving 360 school children (50% female) aged 11-14. The scheme is facilitated by the Ahead Partnership and will run April-July 2019.

Both the cross company female mentoring scheme and the school outreach programme are externally partnered, structured annual programmes with clear, measurable goals.

### Events & Communications

We have continued to support events, groups and education outreach activities that promote female participation in games, STEM subjects and art/animation career choices, as well as ensuring wherever possible that female Sumo speakers and participants are well represented at such events. Our marketing and social media output now consciously strives to include diverse and inclusive images and content.

International Women's Day on 8th March 2019 was celebrated at Sumo Sheffield with a fun and interactive careers event for a group of 20 female students from a local secondary school. Feedback suggests that the girls learned a lot about jobs in games and many were inspired to consider some of the career options presented. It was a successful event that we plan to build on and replicate in the future.

## What's next?

Unconscious bias is the next area that we will focus on. We plan to evaluate our recruitment practices, policies, job ads, interview/selection methods and introduce measures to eliminate areas where unconscious bias could occur. We will also look at mandatory unconscious bias training for all staff involved in management, leadership and recruitment.