

Sumo Digital Limited

Gender pay gap reporting

Under the UK Government's new Gender Pay Gap Regulations, employers in the UK with over 250 employees must report their gender pay gap on an annual basis. Sumo Digital has therefore published its gender pay gap information for the "snapshot" date of 5th April 2017 according to these regulations. The information used to form the basis of the calculations is the ordinary pay data and bonus payments for the individuals employed at the snapshot date. For bonuses, it includes payments made in the 12 months prior to 5 April 2017. The pay information that is used is for the month of April 2017 (being the company's normal monthly pay period covering 5th April).

The gender pay gap shows the difference between the average earnings of men and women over a period of time across an organisation, regardless of their role or seniority. The statistics can be affected by a range of factors, including the different number of men and women across all roles in the workforce.

The gender pay gap is different from equal pay, which is about men and women receiving equal pay for the same or similar jobs or work of equal value. Equal pay concerns individuals or groups of workers performing the same or comparable work.

Sumo Digital has always been committed to the principle of equal opportunities, equal recognition and equal treatment for all employees, regardless of sex, race, religion or belief, age, marriage or civil partnership, pregnancy/maternity, sexual orientation, gender reassignment or disability. Our recruitment approach is to appoint the most suitably qualified candidate from the available market for any role. With regards to equal pay, Sumo Digital confirms that men and women receive equal pay for the same jobs, similar jobs or work of equal value.

Using the standard methodology set out in the regulations, Sumo Digital's median gender pay gap is 34.5% and its mean gender pay gap is 33.7%. The median gender bonus gap is -100% (i.e. the median bonus for women is twice as high as for men) and the mean gender bonus gap is 21.6%. The percentage of staff receiving a bonus was 23.5% for women and 21.8% for men.

The gender population by pay quartile is as follows:

	Female	Male
Upper	2.5%	97.5%
Upper middle	2.5%	97.5%
Lower middle	12.3%	87.7%
Lower	23.5%	76.5%

The video games industry in which Sumo Digital operates has historically attracted a relatively low number of women. Figures published in March 2018 by the industry trade association, TIGA, in 'The TIGA UK Games Software Developers' Remuneration Report' show the percentage of women working in the industry within the UK at just over 10% and Sumo Digital's employment figures are in line with

this. In turn, this has led to men holding the most senior, higher paid positions and the gender pay gap reported here.

Sumo Digital is an active participant in several initiatives designed to encourage more women into the industry including the MCV Women in Games Conference and awards, Diversity in Technology Conference, Women in Engineering event in collaboration with Sheffield University and recruitment talks at other Universities. On the recent International Women's Day, we not only used this as an opportunity to celebrate the women working for Sumo Digital, but also held a forum in which participants discussed ideas about how to attract more women into the industry, which will be used as a springboard to identify further initiatives. During the coming 12 months we will determine targets for the outcomes of those initiatives.

Whilst it may be several years before any new initiatives start to have any significant impact within our industry, Sumo Digital is committed to continuing to identify ways of bringing greater numbers of women into the industry and thereby working towards reducing the gender pay gap.

I, Steven Webb, General Counsel & Company Secretary, confirm that the information reported under the Gender Pay Gap Reporting regulations and provided in this statement is accurate.

Signed:



Date:

29 March 2018