

UK Gender Pay Gap Report 2023

April 2024





Foreword

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

As we continue our journey of transparency and contributing our insight to such an important cause, we have over reported for 2023. Sumo's 2023 gender pay gap reporting includes data sets not only for Sumo Digital Ltd, but for the entire UK Group.

With regards to Sumo Digital Ltd, our largest legal entity, we're pleased to be able to report a decrease for the second consecutive year in our gender pay gap. The data for Sumo Group UK, which includes our three operating businesses and Shared Service departments, will give us a clear benchmark as to where we are on our journey to closing the gender pay gap across the company.

2023 presented many challenges for businesses around the world, however we've held steadfast in our commitment to reduce the gender pay gap and create a place of work for all to thrive in.

Through our partnerships with Code Coven, Women in Games, Moving Ahead, Limit Break, and Ahead Partnership we helped over 3000 people from marginalised groups in games development. 49% of the participants in the Ahead Programme were women.

Our internal leadership programme saw a 13% increase in women participating and ULTRAVIOLET, the women and marginalised genders' stream of our Inclusion & Belonging community, PRISM, continued to grow, engaging people across the company to affect change at policy level. The expansion of the Inclusion & Belonging team helped move this forward in the form of a dedicated manager to help guide PRISM's community efforts.

In 2023, 30% of new joiners to Sumo Digital were women, this is a direct result of our focus on helping educated entry level women consider a career in games.

We are keenly aware that whilst our gender pay gap has decreased for Sumo Digital there are still challenges to overcome and although we are beginning to see tangible results through our efforts, we recognise that we need continued commitment in this area to ensure significant results in the future.

Through 2024 will we continue to build upon our partners, programmes, and initiatives both internally and externally ensuring we are educating and raising awareness of the opportunities for women and marginalised groups within Sumo and the wider games industry.



Carl Cavers

CEO, Sumo Group

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 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 Group confirm that men and women receive equal pay for the same or similar work.

The gender pay gap is measured in two ways:

$$\text{MEAN} = \frac{X}{Y}$$



The **mean** gender pay gap is the total pay received divided by the number of people receiving it.

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.



Our data: Sumo Group

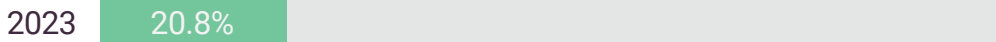
The gender pay gap information in this report is for the 'snapshot' date of 5th April 2023.

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 2023.

This is the first time we have reported Sumo Group UK data and so have no comparable data at this time, however our gap is higher than the national average of 14.3%.

The data for Sumo Group UK includes our three operating businesses and Shared Service departments and gives us a clear benchmark to measure our gender pay gap against in the future. The data is in line with our reporting for Sumo Digital.

Difference in mean pay



Difference in median pay



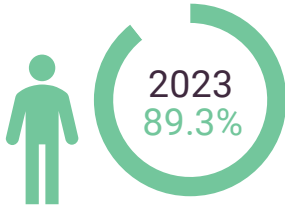
Difference in mean bonus



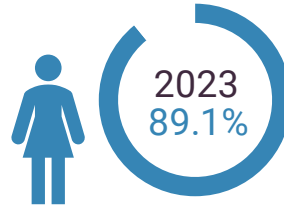
Difference in median bonus



Proportion of men with bonuses



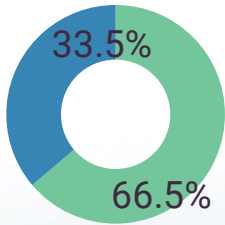
Proportion of women with bonuses



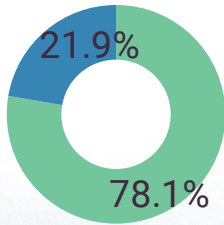
UK pay quartiles

● Men ● Women

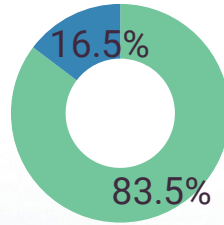
2023



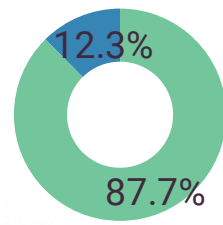
LOWER



LOWER-MIDDLE



UPPER-MIDDLE



UPPER





//
...our internal
leadership
programme saw a 13%
increase in women
participating... //



UK GENDER PAY GAP REPORT 2023





FOREWORD

I'm pleased to report, for a second consecutive year, Sumo Digital has seen a decrease in its gender pay gap for the 2023 period.

Narrowing the gender pay gap continues to be an important part of our commitment to addressing Equality, Diversity, Inclusion and Belonging at Sumo Digital, and the decrease is an encouraging signal Sumo is making progress and moving in the right direction.

2023 saw us continue to actively attract and advance women within our organisation, evidenced by more women starting their career with us. In 2023, 30% of new joiners to Sumo Digital were women, this is a direct result of our focus on helping educated entry level women consider a career in games. Our successful internal career development programme, Level Up for Seniors, continued through 2023. 23% of the participants on our internal programme were women, which is an increase of 13% from 2022.

Building a more gender-balanced and diverse business has long been a strategic focus for us, and we're seeing tangible progress in this direction. I take immense pride in our partnerships, programmes and initiatives, aimed at supporting marginalised groups in game development, both internally and externally.

Although we've made strides in reducing our gender pay gap, we acknowledge there's still a way to go. Our dedication to closing this gap and fostering equality, inclusion and belonging at Sumo, and within the broader games industry, remains unwavering.

Progress may be gradual, but we're unfaltering in our commitment.

A handwritten signature in black ink, appearing to read 'GD', with a long horizontal stroke extending to the right.

Gary Dunn

Managing Director, Sumo Digital

OUR DATA: SUMO DIGITAL

The gender pay gap information in this report is for the 'snapshot' date of 5th April 2023.

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 2023.

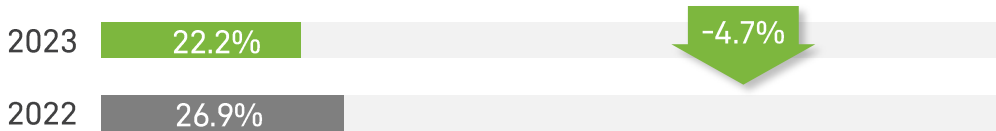
Sumo Digital's mean and median gender pay gaps have decreased.

The mean bonus pay gap increased this year due to the natural variance of starters and leavers and their level of seniority in the business.

The median bonus pay gap has dropped significantly. This is because of women working their way through to more senior levels of the company and a one-off cost of living payment that affected a higher % of women than it did men.

There has been an overall increase in women in the company, the % decrease in the lowest percentile reflects a % of women in that previous quartile have moved up to more senior levels.

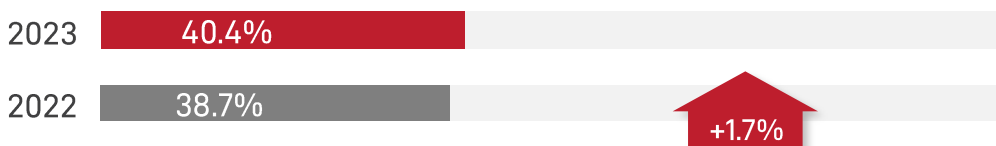
DIFFERENCE IN MEAN PAY



DIFFERENCE IN MEDIAN PAY



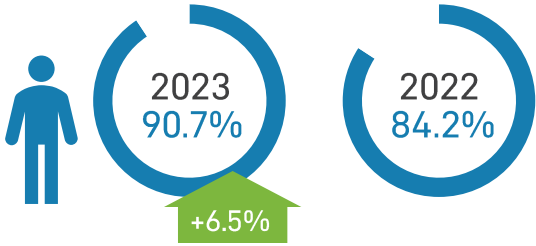
DIFFERENCE IN MEAN BONUS



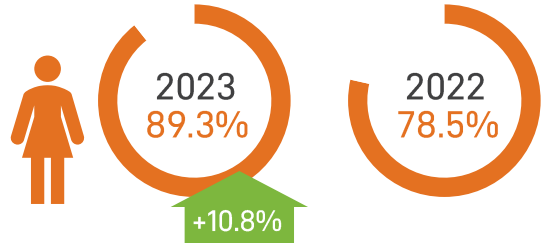
DIFFERENCE IN MEDIAN BONUS



Proportion of men with bonuses



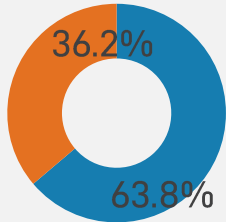
Proportion of women with bonuses



UK PAY QUARTILES

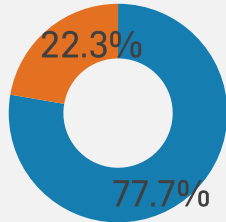
● Men ● Women

2023



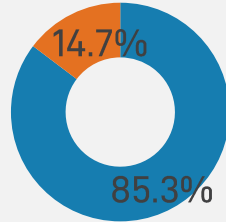
LOWER

-0.4% Women



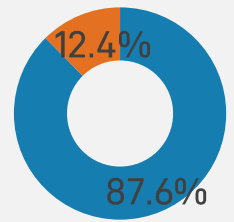
LOWER-MIDDLE

+0.6% Women



UPPER-MIDDLE

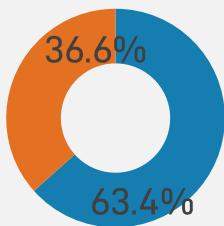
+2.9% Women



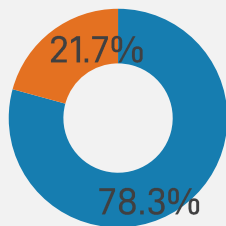
UPPER

+0.5% Women

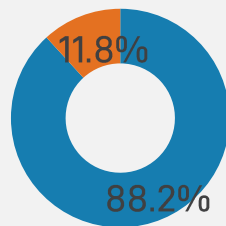
2022



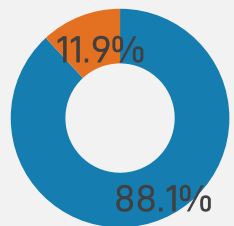
LOWER



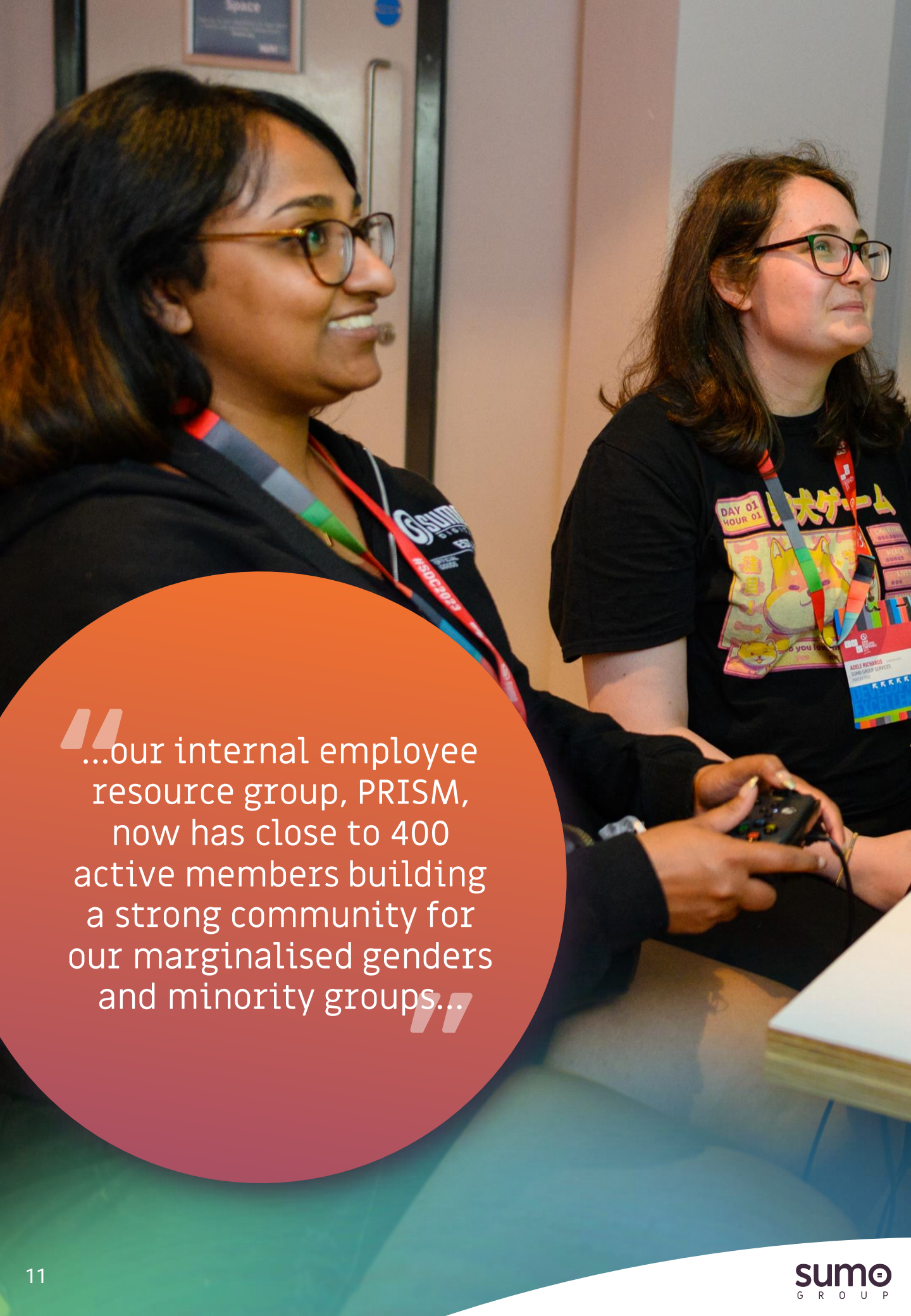
LOWER-MIDDLE



UPPER-MIDDLE



UPPER



“...our internal employee resource group, PRISM, now has close to 400 active members building a strong community for our marginalised genders and minority groups...”

Tackling the pay gap

Talent Attraction & Retention

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. New for 2023, we introduced various Employee Forum and Management working groups and various Committees to ensure everything we do is fit-for-purpose, ensuring the diverse voices of our people are influencing change at policy level.

We launched a new approach to professional development for our people called My Journey. My Journey is Sumo's company-wide Programme to guide people through their career at Sumo and is based on four core frameworks: My Development, My Wellbeing, My Performance and My Reward.

My Journey is a robust 360 degree set of frameworks to ensure a workplace where everyone can thrive and is a constant commitment to transparency and trust.

We regularly evaluate our benefits and in 2023 Sumo added Menopause Support Plan as part of our Employee Assistance Programme. Further enhancing our support for women in the workplace.

In 2023, 30% of new joiners to Sumo Digital were women, this is a direct result of our focus on helping educated entry level women consider a career in games.



Tackling the pay gap

Learning and Development

Our successful internal career development programme, Level Up for Seniors, continued through 2023. In 2023 23% of the participants on our internal programme were women, which is an increase of 13% from 2022. We do not create targeted campaigns for women attendance but work hard on ensuring a space of belonging and are proud of this organic increase.

Going into 2024, Sumo will launch this programme externally as Sumo Group Evolve. Making this programme accessible to the wider games industry will help encourage individuals who want to take their first step into a leadership role but have had limited access to learning and development opportunities. 31% of participants on the pilot for our external programme were women.

We offer mentoring opportunities via our successful partnerships with Limit Break and Moving Ahead as well as through our Learning & Development team who can help women find mentors internally within Sumo.

The industry leading and award-winning Sumo Digital Academy continues to offer a talent development programme which creates new pathways into the games industry and our diversity internship programme is now in its fourth year with a 100% success rate for graduates going on to find employment in games.



Tackling the pay gap

Inclusion and Belonging

Our Inclusion & Belonging team's ongoing support and coaching to the business through meaningful change in equity, diversity, inclusivity and belonging has continued throughout 2023.

2024 and beyond will see the establishment of Sumo Group's Inclusion & Belonging Committee, dedicated to fostering strategic-level engagement with inclusion and belonging at a corporate level with some of our most senior and influential leaders to drive relevant, future-facing change.

Our annual Sumo Census is developing into Sumo's recognised primary internal survey and feedback source. Aiming to gauge the sentiments and experiences of our people comprehensively to foster a more profound understanding of the Sumo community, facilitating targeted improvements and ensuring a culture that genuinely values and prioritises the wellbeing and experiences of all individuals.

PRISM, our internal employee resource group now has close to 400 active members building a strong community for our marginalised genders and minority groups.

2023 saw our work in the area of inclusion recognised through a number of award nominations and win including Sumo Group and Atomhawk shortlisted for the Gamesindustry.Biz Best Places To Work Awards 2023 Diversity Award, Sumo Group won the Game Republic Awards 2023 Inclusivity Award, and individual PRISM Champions across Sumo Group shortlisted for awards including MCV Women in Games Awards, Develop:Star Awards, GI.Biz GameChangers, and Game Dev Heroes.

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



Tackling the pay gap

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. We reached over 3000 people through our successful collaborations with Ahead Partnership, Women in Games, Limit Break, Code Coven and Moving Ahead and will look to increase this in 2024 as well as identify specific data around the % of women involved in these initiatives.

Raising the profile of women in games

We continue to encourage women, underrepresented ethnicities and LGBTQ+ participation on conference event panels and in particular at our internal L&D conference, Sumo Developer Conference (SDC).

We have senior women across the business taking active roles within Sumo and across the wider games industry helping raise the profile of women in games. Our Director of PMO, Jess Gaskell took on the role of PRISM Sponsor for our women and marginalised genders community, ULTRAVIOLET this year, and Nina Adams of Auroch Digital recent appointment to the Ukie board (the UK's games industry trade body) are just two examples of this.

Through our partnership with Women in Games (WiG), we have 13 WiG Ambassadors across the company and ensured equal representation at recruitment events and promotional materials throughout 2023, which will continue in 2024.



UK Gender Pay Gap Report 2023

Contacts

Sumo Group Communications

Christina Haralambous
Christina.Haralambous@sumogroupltd.com

Kerry Rizzo
Kerry.Rizzo@sumogroupltd.com