

# 2019

## UK GENDER PAY GAP



Sony  
Interactive  
Entertainment



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The gender pay gap is the difference between the average hourly rate of pay received by all male and female employees across an organisation, irrespective of their role or seniority. This is distinct from Equal Pay laws, which have required men and women performing equal work to be paid equally since the 1970s; we are confident from our internal benchmarking and salary reviews that we do this at Sony Interactive Entertainment Europe (SIEE).

Gender pay gap reporting makes use of two types of averages:

- **The mean**, which is the sum of every employee’s hourly rate of pay divided by the total number of employees.
- **The median**, which is the exact middle point between the employees with the lowest and highest hourly rates of pay.

The gap is the difference between these averages for male and female employees. It has been widely reported that gender pay gaps are particularly prevalent in STEM (Science, Technology, Engineering and Maths) sectors because of the significantly higher number of men working in the industry. This is demonstrated through the gender pay gap averages reported for our sector last year<sup>1</sup>, which had a 13.8% mean gender pay gap and a 17.7% median gender pay gap.

Our own 2019 reporting shows that at SIEE, our mean gender pay gap is **19.06%** and our median gender pay gap is **20.41%**.

The statistics below are based on a snapshot of data taken on 5th April 2019.

### OUR FIGURES

#### GENDER PAY & BONUS GAP

DIFFERENCE BETWEEN MEN AND WOMEN	MEDIAN	MEAN
Gender Pay Gap	<b>20.41%</b>	<b>19.06%</b>
Gender Bonus Gap	<b>23.85%</b>	<b>34.16%</b>

1. Our sector is classified as 'Information and Communication', which covers companies that filed under the following areas; Publishing activities; Software publishing; Publishing of computer games; Other software publishing; Motion picture, video and television programme production, sound recording and music publishing activities; Computer programming, consultancy and related activities; Information service activities etc. Statistics per sector are available on the ONS website [here](#).

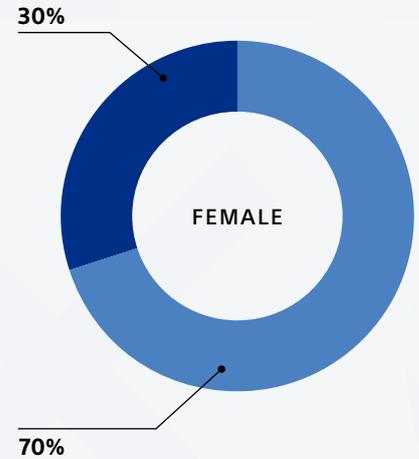
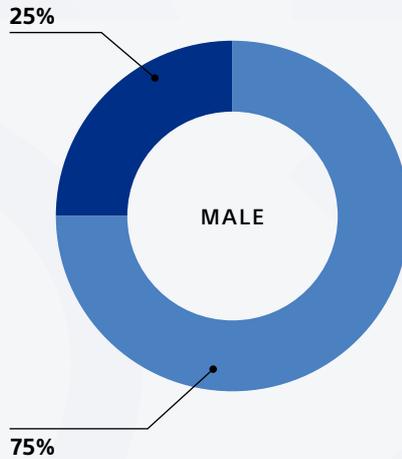


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## PROPORTION OF EMPLOYEES RECEIVING 2019 BONUS

Received Bonus  
No Bonus Received



## PROPORTION OF MALE AND FEMALE EMPLOYEES PER EARNINGS QUARTILE (368 EMPLOYEES PER QUARTILE)

Female Male





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### HOW HAS OUR GENDER PAY GAP CHANGED SINCE LAST YEAR?

Both our mean and median gender pay gaps have increased since last year.

Sony Interactive Entertainment has recently moved from a regional to global business model, and our global executive leadership team members are now based in several countries. The pay gap differences are a result of changes at an executive level which have seen a higher number of male global executives appointed in the UK.

Our mean and median bonus gender pay gaps have both increased since last year.

The year-on-year increases in our bonus gaps are a result of us paying out larger bonuses to all eligible employees in 2018 vs 2019. As our population is mostly male, a higher bonus pay-out will contribute to increasing the average bonus pay gap further.

### WHAT IS BEHIND OUR GENDER PAY GAP?

Our employee population is 76% male and 24% female. The male/female imbalance is particularly evident in our most senior roles, where we employ almost six times as many men than women. These leadership positions naturally have higher salaries and bonuses, so the greater proportion of men to women has a significant impact on our overall gender pay and bonus gaps.

### WHAT IS BEHIND THE INDUSTRY GENDER PAY GAP?

Technology has historically been a male-dominated industry. In 2019 women made up an estimated 24% of the UK's STEM industry workforce<sup>2</sup>, and this is one of the main factors contributing to our gender pay gap.

The fact that in 2018 only 26% of UK STEM subject graduates were female<sup>3</sup> perpetuates this imbalance as it leads to fewer women entering STEM-related careers and, as a result, means that fewer women are in line for leadership positions in later years.

### WHAT ARE WE DOING TO CLOSE THE GAP?

We are dedicated to closing the gap within our company. We have adopted, and continue to develop, several initiatives to make a difference to our gender pay gap, including:

- Continuing to offer a suite of policies that support employees with families and other personal commitments, including our flexible hours and remote working policy.
- Investing in our Women@PlayStation employee resource group and wider Diversity Network to fund internal and external events and initiatives
- Actively measuring and managing the diversity metrics of our applicant pool and employee base
- Reviewing and diversifying the channels from which we recruit new talent

2. <https://www.wisecampaign.org.uk/statistics/2019-workforce-statistics-one-million-women-in-stem-in-the-uk/>

3. <https://www.wisecampaign.org.uk/statistics/core-stem-graduates-2018/>



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The Bootcamps, organised alongside **InnovateHer**, are aimed at 11-16 year-old girls and are sponsored by PlayStation®. Each Bootcamp lasts 8 weeks and includes bespoke coding and game design workshops which aim to inspire girls in local communities to pursue a career in the gaming industry. This year our Bootcamps have expanded, taking place in Liverpool, Guildford, and London. We're proud to have invited girls from the previous cohorts to take part in work experience placements in our offices.

Given that our industry's gap is largely caused by low levels of female employees, we are also trying to encourage more girls in the UK to pursue STEM related subjects at school through our Digital Bootcamps and Girls Make Games workshops.

Last year Media Molecule also partnered with **Girls Make Games** to host their first ever UK workshops at the Media Molecule studio in Guildford and our PlayStation HQ in London. 10-14 year-old girls learned how to design and create their own games in Dreams, Media Molecule's creation game for PlayStation 4, and showcased their creations at a games jam.

We look forward to continuing to develop these programmes, alongside other initiatives such as our Digital Schoolhouse workshops.

Our aspiration is to increase the number of women working at SIEE and continue to make our company a place where women can progress, succeed and thrive. We will be monitoring the effectiveness of these initiatives and will be proactive in exploring any additional action we can take to close our gap.



InnovateHer



Girls Make Games