

2020

UK GENDER PAY GAP



Sony
Interactive
Entertainment



2020

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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 (SIE).

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 year¹, which had a 12.5% mean gender pay gap and a 14.4% median gender pay gap.

Our own 2020 UK reporting shows that at SIE, our mean gender pay gap is **13.48%** and our median gender pay gap is **10.72%**.

The statistics below are based on a snapshot of data taken on 5th April 2020.

OUR FIGURES

GENDER PAY & BONUS GAP

DIFFERENCE BETWEEN MEN & WOMEN	MEDIAN	MEAN
Gender Pay Gap	10.72%	13.48%
Gender Bonus Gap	26.01%	30.04%

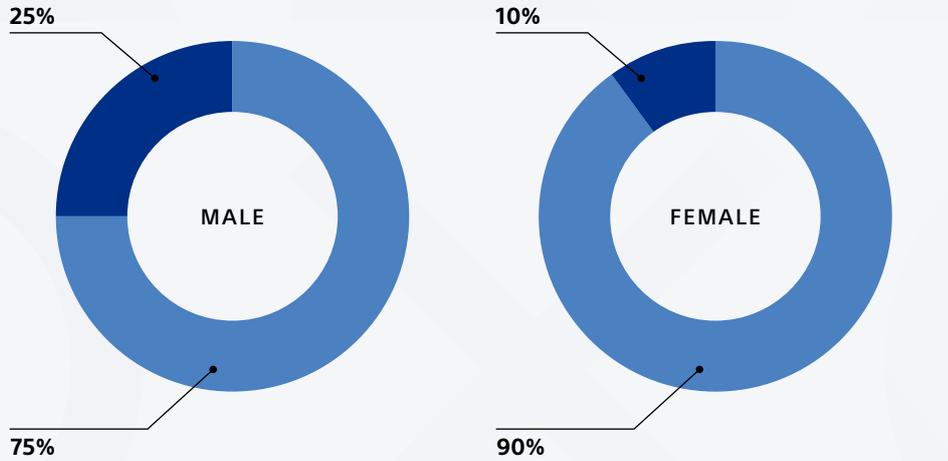
1. Our sector is classified as 'Information and Communication', which covers companies that filed under the following areas; Publishing activities; Software publishing; Publishing of computer games; Other software publishing; Motion picture, video and television programme production, sound recording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



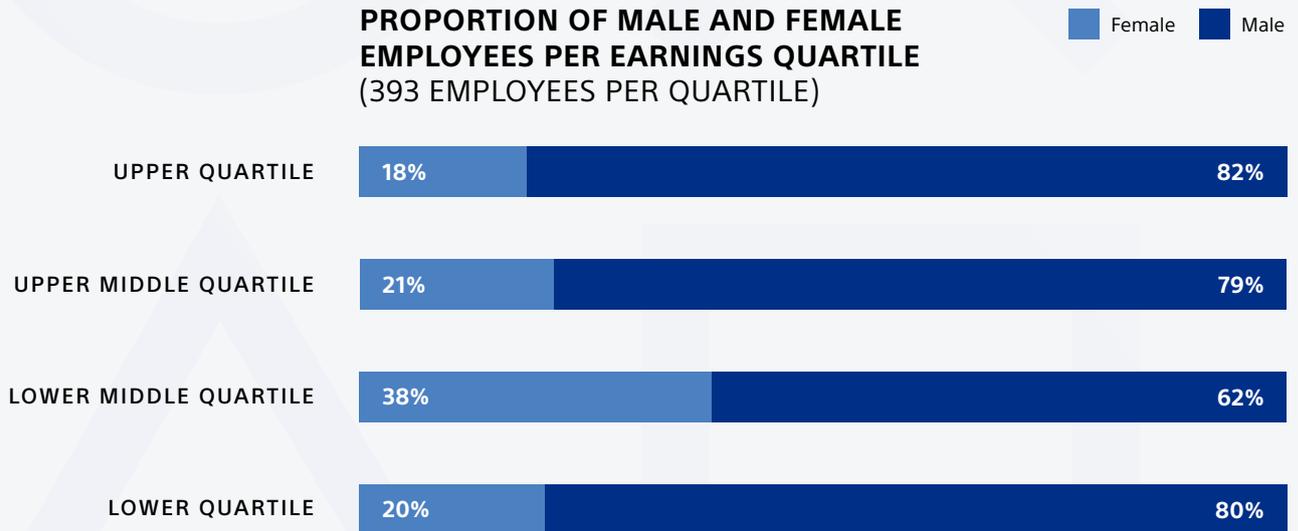
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PROPORTION OF EMPLOYEES RECEIVING 2020 BONUS



PROPORTION OF MALE AND FEMALE EMPLOYEES PER EARNINGS QUARTILE (393 EMPLOYEES PER QUARTILE)





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WHAT IS BEHIND OUR GENDER PAY GAP?

Our employee population is 75.5% male and 24.5% female. The male/female imbalance is particularly evident in our most senior roles, where we employ over four 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 workforce², and this is one of the main factors contributing to our gender pay gap.

The fact that in 2018 only 29% of UK STEM subject graduates were female³ 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. Additionally, we launched Talking Talent Talking Online, a go-to resource for working parents, with downloadable templates, step-by-step guidance, and bite-sized advice from peers and coaches
- Encouraging women to apply for roles at SIE through targeted employer branding, job boards and recruitment channels
- 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
- Committing to UKIE's [#RaiseTheGame Diversity Pledge](#) for the videogames sector



While working to reduce our own gender pay gap, we are also striving to reduce the gender pay gap of the gaming industry overall.

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

The Bootcamps, organised alongside **InnovateHer**, are aimed at 11-16 year-old girls and are sponsored by PlayStation®. Ordinarily, 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.

As the Covid-19 pandemic unfolded, we were forced to put our in-person Bootcamp sessions on hold. However, in place of the in-person sessions, we began to offer a virtual version of the bootcamp to young girls and non-binary people across the country, increasing the reach of the programme.

We look forward to continuing to develop these programmes further.

Our aspiration is to increase the number of women working at SIE 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.

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/annual-core-stem-stats-round-up-2019-20/>