



# SONY INTERACTIVE ENTERTAINMENT EUROPE

# 2017

## UK GENDER PAY GAP

### Our figures Gender Pay & Bonus Gap

Difference between men and women	Mean	Median
Gender Pay Gap	12.82%	12.46%
Gender Bonus Gap	15.47%	10.25%

Sony Interactive Entertainment Europe (SIEE) welcomes the new legislation requiring UK companies with over 250 employees to report the extent of their **Gender Pay Gap**.

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.

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.

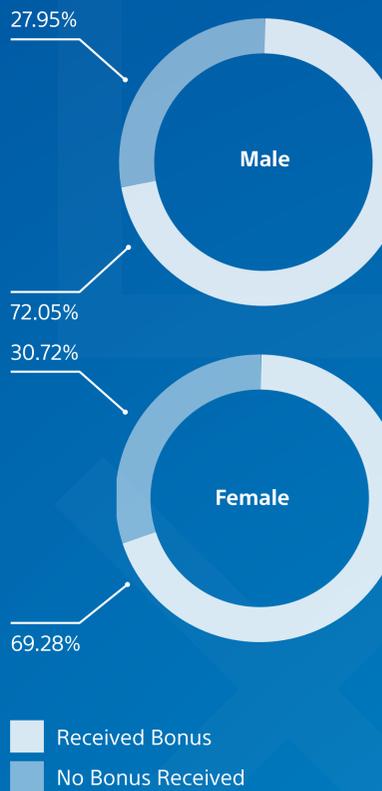
The gap is the difference between these averages for male and female employees.

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 recent research revealing that the UK's technology sector has a 25% gender pay gap<sup>1</sup>.

Our mean gender pay gap is 12.82%, and our median gender pay gap is 12.46%, which is lower than the UK median average of 18.1%<sup>2</sup>. We are not complacent, though; we have a lot of work to do to attract, retain and develop a gender diverse talent population.

The statistics below are based on a snapshot of data taken on 5th April 2017.

### Proportion of Employees Receiving 2016 Bonus



### Pay Quartiles



### What is behind our gender pay gap?

Our employee population is 77.5% male and 22.5% female. This means that, in line with the Technology sector as a whole, our gender pay gap is caused by a low number of females at a senior level, rather than any disparities in our pay.

The male/female imbalance is particularly evident in our most senior roles, where we employ five 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 STEM industry gender pay gap?

Technology has historically been a male-dominated industry. In 2017 women made up an estimated 24% of the entire UK STEM industry workforce<sup>3</sup>, and this is one of the main factors contributing to our gender pay gap.

The fact that last year only 24% of UK STEM subject graduates were female<sup>4</sup> perpetuates this imbalance as it leads to fewer women entering STEM 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?

While our gender pay gap is better than the industry and national average, SIEE is dedicated to closing the gap within our company further. We have therefore been adopting several initiatives to make a difference to our gender pay gap, including:

- Implementing a new **Flexible Working** policy this year across our European offices
- Launching our **Women@PlayStation® Employee Group** in 2017
- Delivering **unconscious bias training** to our hiring managers
- Introducing an internal **Mentoring Scheme**
- Actively **measuring and managing** our diversity metrics

Given that our industry's gap is largely caused by low levels of female employees, it is vital that we also plan for the future and actively encourage more girls to pursue STEM related subjects at school.

We have already started outreach work in the community, notably through our partnership with **Liverpool Girl Geeks**. Last year we ran a **PlayStation® sponsored 6 week Girl Geek Bootcamp** for girls aged 11-14. The Bootcamp included bespoke coding and game design workshops and aimed to inspire more girls to pursue a career in the gaming industry.

We look forward to further developing this programme this year, 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 narrow our gap.

1. <https://www.uk.mercer.com/our-thinking/the-gender-pay-gap-in-uk-tech-sector.html>  
 2. <https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/articles/thegenderpaygapwhatisitandwhataffectsit/2016-10-26>  
 3. <https://www.wisecampaign.org.uk/resources/2017/10/women-in-stem-workforce-2017>  
 4. <https://www.wisecampaign.org.uk/resources/2018/02/core-stem-graduates-2017>