

# GENDER PAY GAP REPORTING

## Overview

This is Sungard Availability Services' second Gender Pay Gap report as required under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. This report presents the average gender pay gap measurements amongst our UK-based employees at April 2018.

As required by legislation we publish our gender pay gap analysis through six different metrics: the mean and median gender pay gaps; the mean and median bonus gender pay gaps; the proportion of men and women receiving a bonus payment; and the proportion of men and women according to quartile pay bands.

Sungard Availability Services remains committed to addressing the causes of our gender pay gap.

## What is the gender pay gap?

The gender pay gap measures the difference between the average (mean and median) earnings of men and women employed by organisations in the UK. The gender pay gap is different from equal pay; these issues are often confused. Equal pay legislation concerns any pay differences between men and women who carry out the same type of work, whereas the gender pay gap reporting concerns the average difference in gender pay across the whole UK organisation.

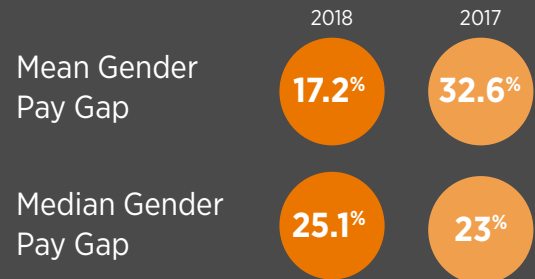
## Our gender pay gap

Our 2018 gender pay gap statistics varied to those in 2017, indicating that whilst Sungard Availability Services is making progress toward narrowing the gender pay gap, further work is required to achieve sustained improvements across all average gender pay gap metrics.

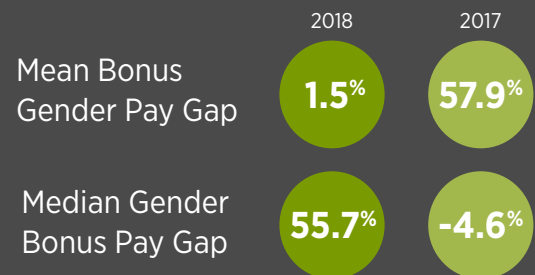
There are various factors which impact these results, including:

- Women continue to be well-represented amongst senior leadership roles in the UK. This helps to narrow our gender pay gap.
- Fewer women than men performing 1) sales roles that have higher bonuses (given sales commissions are required to be deemed as bonuses for this pay gap analysis); and 2) technical roles, which tend to be higher-paid positions in an IT Services company like ours. These factors widen our gender pay gap.
- A significant increase in the number of employee recognition awards, which are considered as bonuses for this pay gap analysis. This factor significantly impacts the bonus gender pay gap statistics and the proportion of employees receiving a bonus payment.

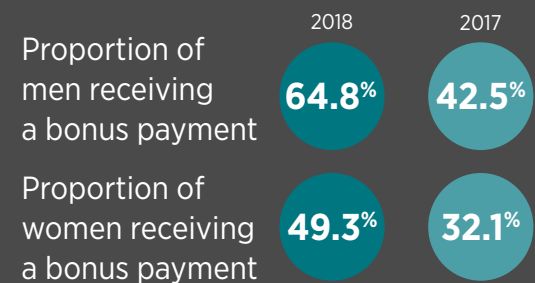
### Average gender pay gap as a mean and median



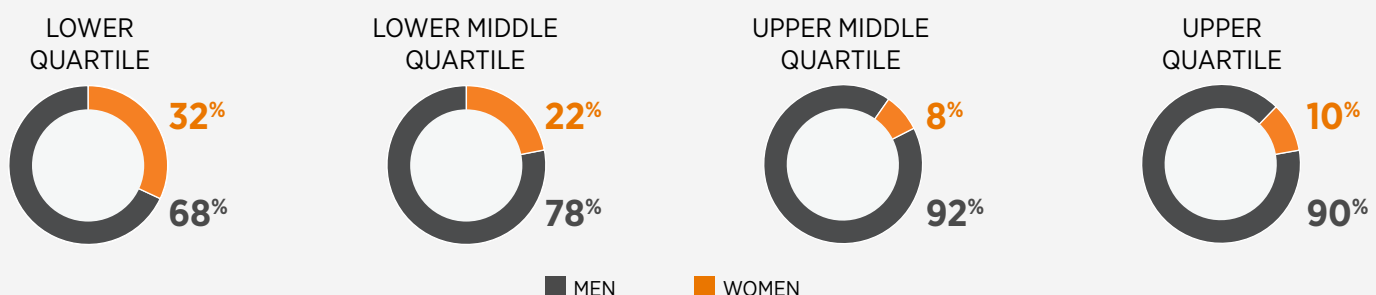
### Average gender bonus pay gap as a mean and median



### Proportion of employees receiving a bonus payment



## Proportion of Men and Women in each Pay Quartile



## Our commitments

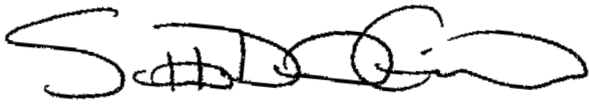
Sungard Availability Services continues to take steps to improve diversity and narrow our gender pay gap, which we anticipate will be reflective in our gender pay gap metrics over the coming years. However, along with the technology sector overall, we are still near the beginning of a journey to address the long-term challenges of attracting more women into technical roles.

Our primary areas of emphasis to narrow the gender pay gap remain the same in 2019, which include:

- Continuing to improve our recruitment processes to increase the pool of female candidates, particularly for sales and technical roles.
- Continuing to identify opportunities to develop and promote women into more senior roles, particularly in technical and sales positions.
- Continuing to provide and evolve family-friendly policies to encourage work-life balance.

## Statement of accuracy

We confirm that the information and data provided is accurate and in line with mandatory requirements.



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**Scott Gibson**, *Senior Vice President*, Global Human Resources

### About Sungard Availability Services

Sungard Availability Services provides managed IT services, information availability consulting services, business continuity management software, and disaster recovery services.

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