

GENDER PAY GAP REPORTING

Overview

From 2017 onwards, any UK organisation employing 250 or more employees is required to publish its 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.

This is Sungard Availability Services' first annual report presenting the average gender pay gap measurements amongst our UK based employees at April 2017.

We welcome the UK Government's legislation requiring organisations to report their gender pay gaps and are committed to reducing 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

Sungard Availability Services has made notable progress in 2017 to improve diversity and narrow the gender pay gap. We are excited to share that nearly half of our most senior leadership roles in the UK are held by women and this trend of improvement continues across the entire company as we promote and hire more women.

Reviewing the data from this analysis, we have identified two main areas that contribute the most to our current gender pay gap: fewer women in 1) sales roles that have higher bonuses (given sales commissions are deemed to be bonuses for this pay gap analysis); and 2) technical roles, which tend to be higher paid positions in an IT Services company like ours.

The technology sector overall faces the same challenge as Sungard Availability Services in attracting more women into technical roles which again are often more highly paid. World Economic Forum 2016 global Gender Gap Report shows that only 16% of all female students in the UK graduated from STEM subjects as opposed to 37% of all male students. The Gender Pay Gap in the Technology Sector is significantly higher than the UK average of 18%.

Average gender pay gap as a mean and median average

MEAN GENDER PAY GAP

32.6%

MEDIAN GENDER PAY GAP

23%

Mean Bonus Gender Pay Gap and Median Bonus Gender Pay Gap

MEAN GENDER PAY GAP

57.9%

MEDIAN GENDER PAY GAP

-4.6%

Proportion of Employees receiving a Bonus payment

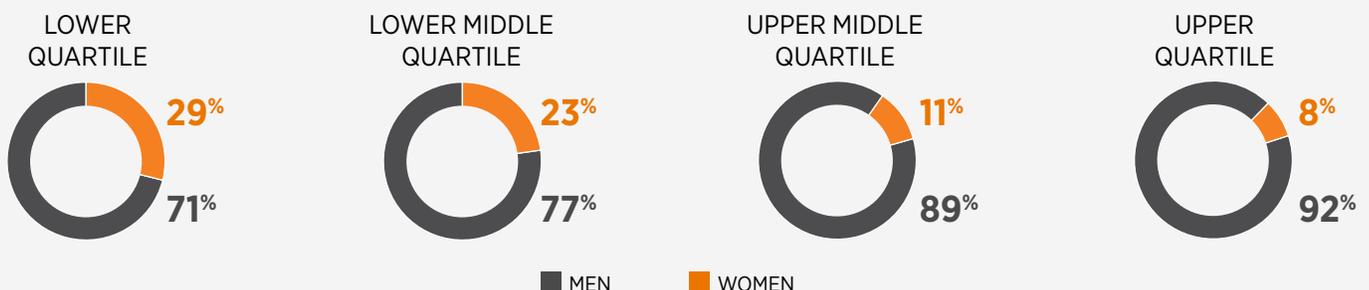
PROPORTION OF MEN RECEIVING A BONUS PAYMENT

42.5%

PROPORTION OF WOMEN RECEIVING A BONUS PAYMENT

32.1%

Proportion of Men and Women in each Pay Quartile



Our commitments

Our primary area of emphasis to improve the gender pay gap will be through improved recruiting processes to increase the pool of female candidates, particularly for sales and technical roles. To increase the pool of female candidates, we will endeavor to craft job descriptions which are not unintentionally biased towards male candidates and explore new paths for attracting more female applicants.

We are also committed to addressing the gap through continued mentoring, development and promotions of women into more senior roles, again particularly in technical and sales positions and through our Sculpt initiative (career exploration for early-mid career women), we have already begun taking steps to encourage women to develop and progress their careers within Sungard Availability Services

We will continue to provide and evolve family friendly policies to encourage work-life balance commitments.

Statement of accuracy

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



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.

To learn more, visit www.sungardas.com or call 1-888-270-3657

Trademark information

Sungard Availability Services is a trademark or registered trademark of SunGard Data Systems or its affiliate, used under license. The Sungard Availability Services logo by itself is a trademark or registered trademark of Sungard Availability Services Capital, Inc. or its affiliate. All other trademarks used herein are the property of their respective owners.

© 2018 Sungard Availability Services, all rights reserved. 18-MKTGGNRL-0042

