

# GENDER PAY GAP REPORTING

April 2022

## OVERVIEW

This is Sungard Availability Services' fifth 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 in April 2021.

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

## 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

Encouragingly, the average gender pay gap measurements have all improved versus April 2020.

### ORDINARY PAY: APRIL 2021

- ▲ **Our mean and median** average gender pay gaps are the lowest since we began reporting these statistics in 2018. Whilst these statistics demonstrate further improvement, with our employee numbers in the UK, we remain aware that a small number of factors can have a significant impact on these statistics at the statutory defined point in time the pay gap is measured.

### BONUS PAY: APRIL 2021

- ▲ **The proportion** of men and women receiving a bonus payment is the highest since we began reporting these statistics. This measurement was improved primarily due to the company's decision to recognise and reward bonuses to the teams that continued to operate our mission-critical customer facilities during the COVID lockdown periods in 2020. These teams ensured our facilities and critical infrastructure remained fully functional for our customers during this difficult period
- ▲ **The average bonus** gender pay gap also narrowed since 2020. As with ordinary pay statistics, a few factors have a significant impact on the bonus pay gap. For example, in 2021, employee recognition awards, which are classified as bonuses for the purpose of this analysis, continued to increase and played a significant role in widening our bonus pay gap.

## Our Metrics

### AVERAGE GENDER PAY GAP

▲ Mean

**3.6%**

▲ Median

**22.1%**

### BONUS GENDER PAY GAP

▲ Mean

**9.1%**

▲ Median

**46.4%**

### BONUS PAYMENT

▲ Men

**86.1%**

▲ Women

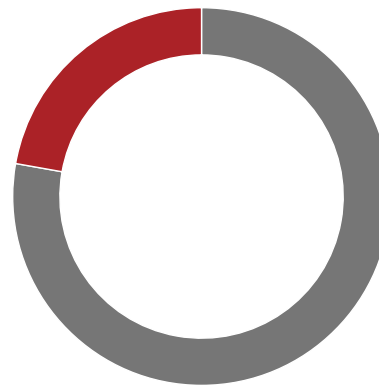
**85.1%**

## Proportion of men and women in each pay quartile

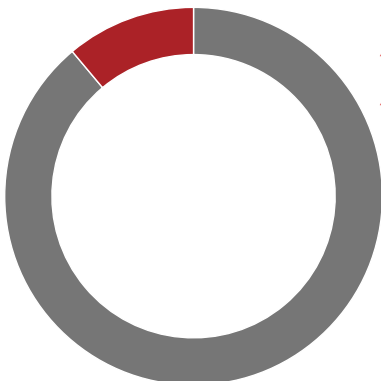
### LOWER QUARTILE



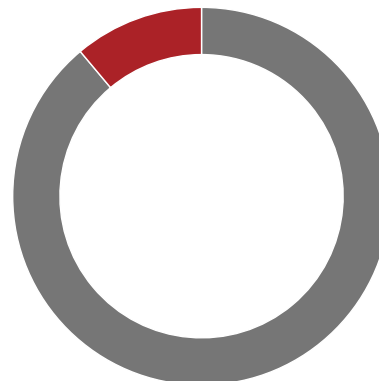
### LOWER MIDDLE QUARTILE



### UPPER MIDDLE QUARTILE



### UPPER QUARTILE



## Our Commitments

The April 2021 pay gap statistics represent improvements on previous years. This is encouraging progress and is partly due to the longer-term trends within our UK workforce, including:

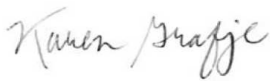
- ▲ Female average pay has increased every year since 2017 and at a faster rate than male employees.
- ▲ Female average commission and company bonus payments were at their highest level since 2017.
- ▲ Women represented a greater proportion of our commission earning sales positions than any time since 2017.

We know that continuing to close the pay gap on a long term and sustainable basis is dependent upon further changes to our workforce profile, which can only be realised over several years. The challenges remain the same, 1) attracting more women into sales roles that have higher bonuses (given that sales commissions are deemed to be bonuses for this pay gap analysis); and 2) attracting more women into technical roles, which tend to be higher paid positions in an IT Services company like ours. During the global COVID-19 pandemic and lockdown periods of 2020/21 the company faced less opportunity to hire into these positions which may limit further progress in the short term.

Sungard Availability Services remains committed to addressing the causes of our gender pay gap. This will be achieved by increasing the diversity of our workforce, particularly in sales and technical positions. Our employment policies continue to embody the principle of equal opportunities for all employees, regardless of gender. We are committed to equality of opportunity in all aspects of employment including recruitment, promotion, opportunities for training and development and remuneration.

## Statement of Accuracy

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



Karen Grafje, Senior Vice President, Global Human Resources

**Sungard Availability Services helps businesses optimize their IT environments, ensuring their data and applications are available, recoverable, and connected. Let us help you extend beyond data protection and into business resilience.**

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