



GENDER PAY GAP REPORTING

This is Sungard Availability Services' third 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 2019.

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 2019 gender pay gap statistics were broadly similar to those in 2018. The main factors contributing to our current gender pay gap remain: fewer women in 1) sales positions that have higher bonuses (given sales commissions are deemed to be bonuses for this pay gap analysis); and 2) technical positions, which are more often higher paid in an IT Services company like ours. Tackling these factors will remain our challenge over the coming years.

With our employee numbers in the UK, a few factors can have a significant impact on our pay gap statistics. For example, employee recognition awards, which are classified as bonuses for the purpose of this analysis, have negatively impacted our bonus pay gaps over the past 2 years. Therefore, we expect our statistics to continue to vary in the coming years whilst we work to tackle the longer term challenges of attracting more women into sales and technical positions.

Whilst this is a long term mission, we can already see positive change, which should contribute toward narrowing our gender pay gap in the coming years:



Women represent a greater proportion of our workforce than any time since 2017



Female average pay and bonus earnings have increased since 2017



More women perform commission earning sales positions



More women receive bonus payments than any time since 2017

Average gender pay gap as a mean and median average

MEAN GENDER PAY GAP

19.5%

MEDIAN GENDER PAY GAP

28.4%

Mean Bonus Gender Pay Gap and Median Bonus Gender Pay Gap

MEAN GENDER PAY GAP

-0.4%

MEDIAN GENDER PAY GAP

49.9%

Proportion of Employees receiving a Bonus payment

PROPORTION OF MEN RECEIVING A BONUS PAYMENT

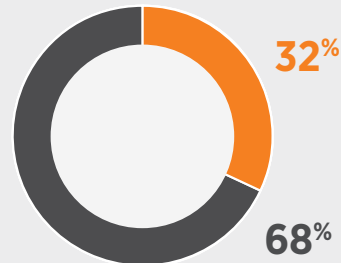
68.6%

PROPORTION OF WOMEN RECEIVING A BONUS PAYMENT

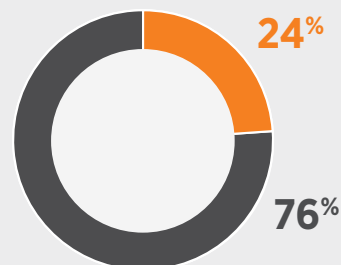
71.2%

Proportion of Men and Women in each Pay Quartile

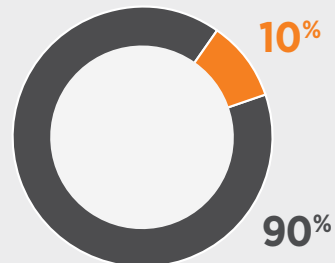
LOWER QUARTILE



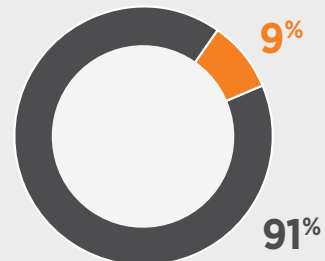
LOWER MIDDLE QUARTILE



UPPER MIDDLE QUARTILE



UPPER QUARTILE



■ MEN ■ WOMEN

Our commitments

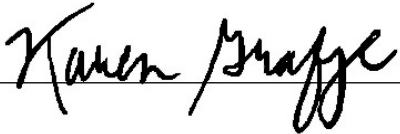
Sungard Availability Services remains committed to improving diversity and narrowing our gender pay gap. There are no quick fix solutions to overcoming the long-term, and technology sector related challenge of attracting more women into technical positions.

We have already seen changes which should support the Company to narrow our pay gap statistics in future years. Therefore, we believe our current priority actions to be right, and we will continue to focus on these in 2020. These include:

- Ensuring our recruitment practices maximise the pool of female candidates, particularly for sales and technical positions.
- Identifying opportunities to develop and promote women into more senior 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.



Karen Grafje, Senior Vice President, Global Human Resources

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