

Gender Pay Gap Report 2018

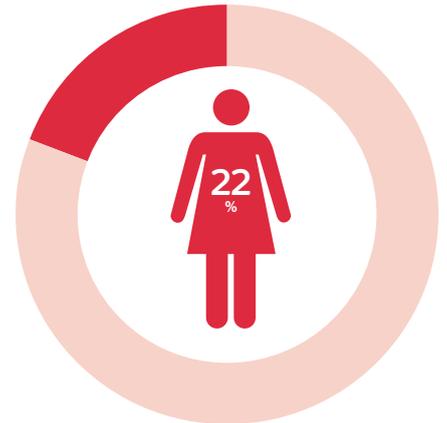


How we're changing the game

Founded in 2001, Sky Betting and Gaming have a clear mission to Make Betting and Gaming Better. We do this by being customer obsessed, with a high focus on quality, and investing in our brand, technology and people to deliver continuous improvement. We are aiming to be the UK's best digital business.

At SB&G we recognise the value of a diverse and gender balanced workforce. As of April 2018, our gender split was 78% male and 22% female.

We understand that as a technology business within the gambling sector, our challenge is to increase our gender balance at all levels within our organisation. We have undertaken analysis to understand what is driving our gender pay gap and based on this we believe the gap is predominantly a result of lower representation of females at our senior levels.



What are we doing?

Our diversity strategy is to make SBG 'a place where everyone and anyone can be themselves and thrive'.

We are committed to continue to invest in a number of initiatives that have brought about a positive change in addressing the gender imbalance within the business.

This Gender Pay Gap report is a timely reminder of the need to focus on this important issue.

GRADUATES/EARLY CAREERS FOCUS ON GENDER DIVERSITY



WOMEN AT INTERVIEWS



POSITIVE ACTION RECRUITMENT CAMPAIGNS

WOMEN IN TECH CAMPAIGN HOSTING & ATTENDING EVENTS



WAYS OF WORKING

UNCONSCIOUS BIAS TRAINING



STEM OPPORTUNITIES WITH LOCAL COMMUNITY



INCLUSIVE WORKING GROUPS



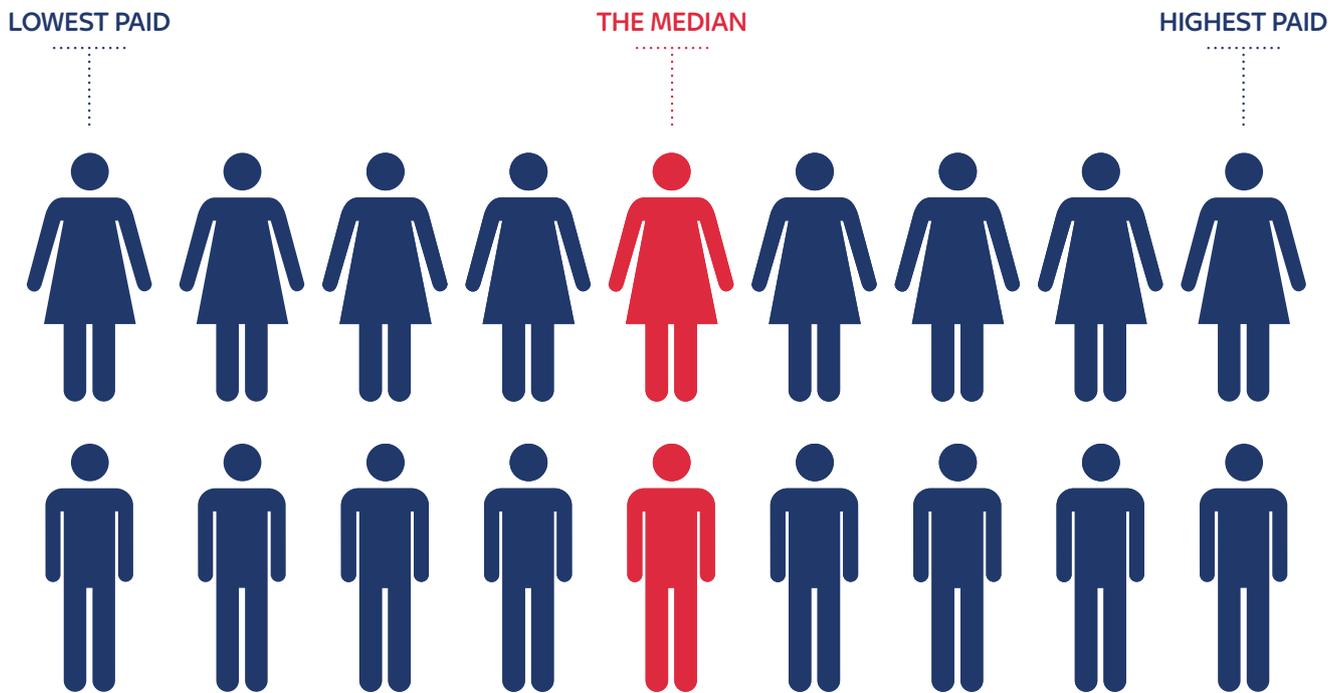
What is the Gender Pay Gap?

Gender Pay Gap reporting requires employers with more than 250 employees to publish statutory calculations every year showing how large the pay gap is between their male and female employees.

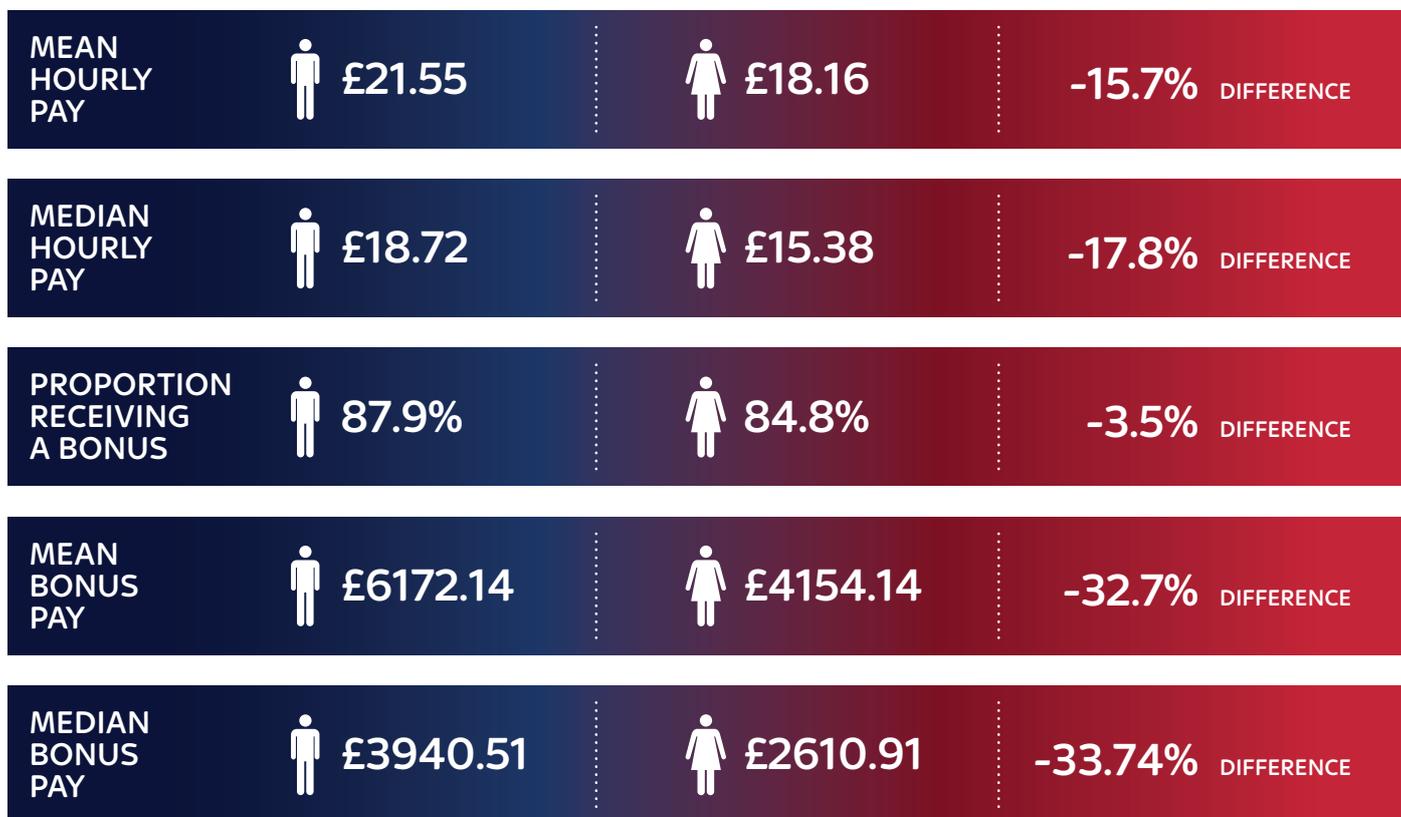
This is different to 'equal pay', which is the difference in pay between men and women who carry out the same or similar jobs.

Our calculations are based on:

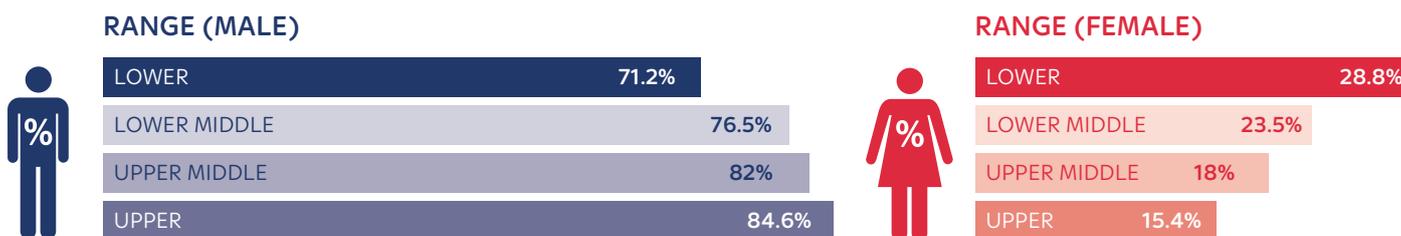
- **Mean hourly pay:** an average calculation of the sum of male employees' hourly pay divided by the number of male employees. The same formula is applied to female and a percentage gap between the two is calculated.
- **Median hourly pay:** A calculation which takes all salaries in a sample, lines them up from lowest to highest and picking the middle-most salary. This is done for males and females in isolation and a percentage gap between the two is calculated.



Our Gender Pay Gap data



Our Pay Quartiles



Report statement

“I can confirm that our Gender Pay Gap figures have been checked and verified to ensure complete accuracy, and have been formulated using the mechanics set out in the gender pay gap reporting legislation.

We are committed to continually being a place where all individuals can bring their ‘whole selves’ to work. In my role as MD People & Culture, I aim to nurture and mentor talent from a diverse range of backgrounds, with the goal to develop balanced thinking and open minded future leaders.”

Karen Tyrrell
Managing Director, People & Culture



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