



SOGETI

Our 2017 Gender Pay Gap report

Sogeti UK - Working to close the pay gap and encourage more women into senior positions in IT

Pay & Bonus Gap

Difference between and women		
	Mean	Median
Hourly fixed pay	7.8%	0.7%
Bonus paid	78.0%	98.5%

This table shows our overall mean and median gender pay gap based on our hourly rates of pay as at the snapshot date (5th April 2017). It also captures the mean and median difference bonuses paid to men and women in the twelve months to 5th April 2017.

The hourly gender pay gaps are very low, especially when compared with other firms in our sector. We won't be satisfied until both numbers are zero, but we can be pleased that action on this subject over recent years has succeeded in shrinking what was a small pay gap to a very small pay gap.

Bonus Eligibility Gap

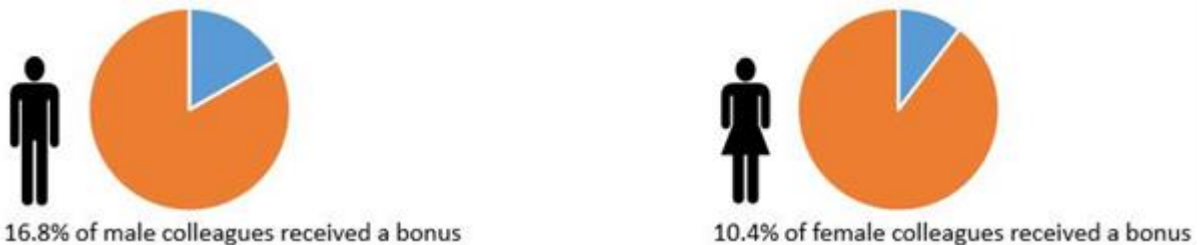


Diagram 1.0: The proportion of men and women who received a bonus in the year to 5th April 2017

Sogeti UK is a small firm. We pay relatively small bonuses to a selection of medium-level colleagues and we pay larger bonuses only at the most senior levels and in our business development roles. While we have been able to shrink the gender gap for hourly pay, we can only shrink the bonus gap by encouraging more women into our bonus-paying roles. This is a longer-term process than fixing the hourly pay gap as it can take many years to reach senior positions.

Pay Quartiles

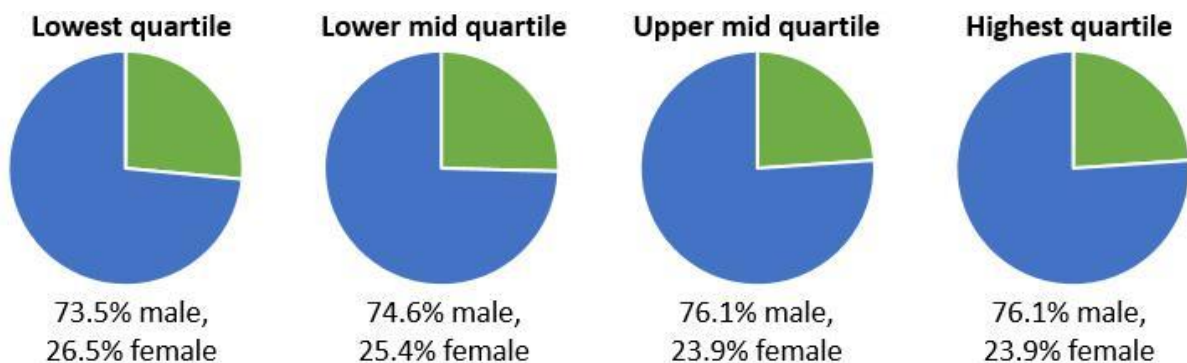
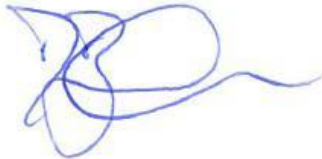


Diagram 1.1: Gender distribution at Sogeti UK across four equally-sized quartiles

In the past three years, over 30% of our technical graduates have been female. While we would rather this figure was 50%, it is in a context where, at university "Men continue to dominate subjects such as engineering and technology, physical sciences, computer science, architecture and mathematical sciences" (The Guardian website, May 2016) and "87 percent of Computer Science enrolments within the UK belong to men" (www.studyinternational.com).

As we only pay bonus to senior colleagues, we can only close the bonus pay gap by having more women in senior roles. In our last two promotion rounds, women have been more successful than men when applying for a rise in employment grade. Clearly this will be a long -term project, which we will continue by encouraging women to apply for promotion and ensuring they get the mentoring and other support which will assist them in becoming successful.

I confirm that the calculations have been done in line with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

A handwritten signature in blue ink, appearing to be "Dick Barton", written in a cursive style.

Dick Barton
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