



Gender Pay Gap Report 2022



Our business is, first and foremost, about people, and doing the right thing is important to us. We're committed to being an open and inclusive business where everyone has an equal opportunity to do their best work, fulfil their potential and shape their careers without barriers.

Introduction

We believe diversity is a strength and we value each of our employees as individuals. The different backgrounds, experience and perspectives of our people provide the creativity, innovation and competitive advantage we need to grow our business and shape our world for the better. So, building a diverse workplace with an inclusive culture is very important to us.

We're committed to reducing our gender pay gap and want everyone to have the opportunity to fulfill their career aspirations and reach their potential, regardless of their gender.

Examining our gender pay gap is a crucial part of becoming a more diverse business, not just because it's the right thing to do, but because it gives us another lens through which we can evaluate the steps we're taking to improve the diversity of our workforce.

The size of our gender pay gap varies in different parts of the business, and we've seen fluctuations, both up and down, since we started reporting. While progress remains slow, we continue to see improvements. The Sopra Steria Mean Gender Pay Gap

is at its lowest level since reporting began, and the Median Gender Bonus Gap has reduced to its lowest level across Sopra Steria, SSCL and NHS SBS. Across our businesses, women make up 47% of our workforce but, like many companies in the technology sector, we need more women at senior levels and this is something we continue to address.

We recognise that it will take time to create long-term change and gender balance in our sector and we remain committed to, over time, closing the gender pay gap we see today. Over the past few years, we have taken significant steps to build a more inclusive culture and become an organisation where more women want to work – and, in 2022, we were ranked as one of the 'Great Place to Work' best workplaces for women. We'll continue to focus on growing the number of women in leadership roles and becoming a truly diverse and inclusive employer for everyone.

You will see examples of what we've done so far, and what we have planned for 2023 and beyond, in the main body of our report.

Our Numbers

Since 2018, all companies with over 250 employees have been required by law to calculate, and report on, their gender pay gap.

The Gender Pay Gap calculates the difference in average hourly earnings between men and women across an organisation. The gap is the difference between what men earn on average in an organisation compared to what women typically earn, irrespective of their role or seniority. This should not be confused with equal pay, which is about ensuring that men and women are paid the same amount for carrying out work of equal value.

The following data compares the average earnings of all men and women across all three of our businesses in the UK.

Understanding our Gender Pay Gap

The factors influencing our gender pay gap are multiple and varied. Some of these are within our control and influence, while others point to wider industry or societal issues, such as fewer women than men working in the technology sector overall.

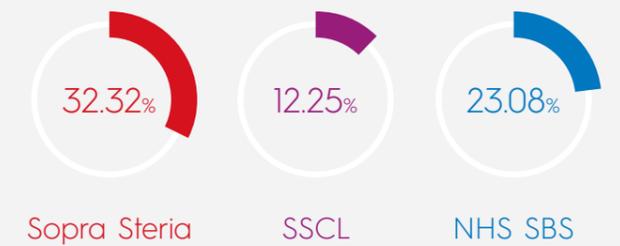
Across our businesses, we continue to have a greater number of men in middle management and senior roles and, at the same time, we also have a higher number of women than men working in more junior administrative roles. This make-up of more women in lower paid roles and more men in higher paid roles is what creates our gender pay gap.

6,330 employees
 53% Men
 47% Women
 across the three companies

Mean Gender Pay Gap



Median Gender Pay Gap



Gender Diversity by Pay Quartile



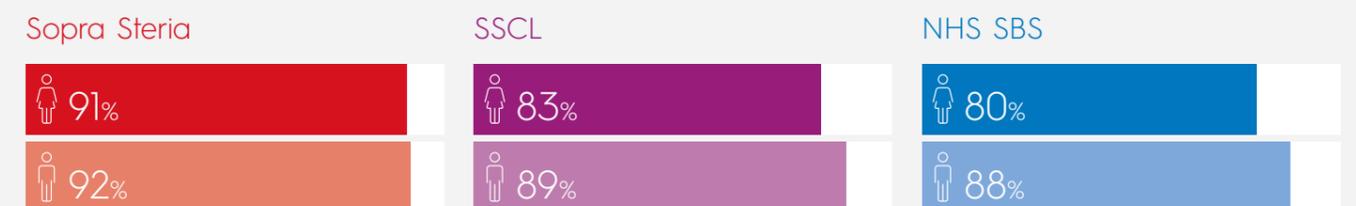
Mean Bonus Pay Gap



Median Bonus Pay Gap



Bonus Proportions % of employees received bonus by gender





At Sopra Steria, we believe that, together, we can shape our world for the better. We conduct business with our core values of Respect, Empathy, Excellence and Community at the heart of everything we do, and this is especially true of our approach to diversity and inclusion.

The World is How we Shape it

And we are shaping our world for the better.

At Sopra Steria, we believe that together, we can shape our world for the better. We conduct business with our core values of Respect, Empathy, Excellence and Community at the heart of everything we do, and this is especially true of our approach to diversity and inclusion.

We want every employee to feel valued, fairly treated, respected and able to do their best work. We're committed to closing the gender pay gap and continue to build an inclusive workplace culture by tackling bias and discrimination and supporting employee flexibility and wellbeing.

In 2022 we were ranked as one of the 'Great Place to Work' best workplaces for women and in 2023, we will continue to recruit more women at senior levels, support and progress our female talent and create a great place to work for everyone.

Read on to find out more on the actions we have already taken and the progress we plan to make.

Addressing our Gender Pay Gap

Addressing our Gender Pay Gap is not a tick box exercise or a series of quick fixes. Creating long-term, sustainable change requires action across the employee lifecycle, from recruitment and progression through to engagement and retention.

As a values-led business, improving inclusion for everyone is important to us and touches every aspect of our business.

Respect.
Excellence.
Empathy.
Community.

These are the things we value most.

For us, our values mean putting people first. Making things better. Being good citizens. Doing the right thing. Taking pride in our work and our community. And always striving to be better.

We call this Living Sopra Steria.

And when it comes to improving our Diversity and Inclusion, in 2022 we continued to make good progress:



Respect.

We're here to do right.

We rolled out mandatory training to all employees on unconscious bias and inclusive behaviour to reinforce our values of Empathy and Respect, and support our Zero Tolerance Pledge against discrimination, bullying, harassment and inappropriate behaviour.

We launched a Disability Awareness training programme for all People Managers to grow understanding of how to fully support and include colleagues with disabilities and long-term health conditions.

We continued with our Diversity Data Sharing Campaign to better understand the diversity profile of our business, and we shared regular reporting on diversity data with our employees.

We became a Disability Confident Level 2 Employer and created a dedicated Accessibility Specialist role, to support employees and shape a more inclusive workplace for everyone.

Empathy.

We're united by purpose.

We continued to run our internal Female Mentoring Programme and guaranteed a place for every woman who wanted to take part.

We continued to participate in the 30% Club Cross-Company Mentoring Programme for Women, and Moving Ahead's 'Mission Include' Mentoring Programme, to promote greater ethnic diversity.

To complement our existing Menopause guidance and resources, we delivered training on the menopause, introduced a company-wide menopause support community in partnership with our Women's Inclusive Network, and signed the Menopause Workplace Pledge.

Employee wellbeing continued to be a top priority and both Sopra Steria and SSCL were ranked among the top organisations in the UK's Best Workplaces for Wellbeing 2022 and 2023 lists by 'Great Place to Work UK'.

Excellence.

We're here to do good.

We continued our focus on inclusive recruitment, advertising all roles with flexible working options and partnering with D&I Specialist Consultancy, Vercida to attract more diverse candidates.

We rolled out a 'Recruiting for Success' training programme for all hiring managers, underlining the importance of diversity and how to avoid conscious and unconscious bias in the selection process.

We continued to embed our hybrid working approach, improving work-life balance and promoting a culture of flexibility.

We introduced our first Women in Leadership talent programme, to develop our talented women and invite their feedback on how we can continue to improve gender inclusion.

Community

We're real people.

We supported our Women's Inclusive Network to deliver inspiring events to highlight female role models and celebrate authentic female leaders.

We introduced Women's Coaching Cafes to mentor and support more junior colleagues, offering a safe space for women to meet and discuss career aspirations and relevant issues.

To support our LGBT+ community, we introduced a cross-business Trans Inclusion policy and education and guidance on the use of pronouns.

We celebrated events with our family of Employee Inclusion Networks to share the rich diversity of our people and raise awareness, including events for International Women's Day, Menopause Awareness Month, Accessibility Awareness Day, Black History Month, LGBT+ Pride Month, Trans Inclusion, Multi-Faith Lunch and Learns and many more.

In 2023 we will continue these actions and have even more planned:

Respect.

We're here to do right.

We'll complete our Disability Awareness training programme for all People Managers and take actions to become a Disability Confident Level 3 Leader.

During 2022, SSCL rolled out half day workshops on Inclusive Leadership and in 2023 these will be delivered to senior leadership teams across the business.

Empathy.

We're united by purpose.

This year, we're introducing a weeks' paid Carers' Leave to support all colleagues who care for family members, friends and neighbours.

To reflect the changing relationships in society we're also expanding the entitlement to paid Compassionate Leave to cover more family members and close friends.

We are introducing the 'Peppy' Health Service, offering all colleagues tailored, personal, expert support and advice on topics such as menopause, fertility, new baby and men's health. The service is accessed via an app and connects colleagues with qualified clinicians through online chat and private consultations.

Excellence.

We're here to do good.

We're investing in a new 'D&I Game Changers' inclusive leadership programme for senior leaders and key decision makers in our business

Our senior leaders will have objectives to support our ambition to increase the number of women in senior leadership roles.

Community.

We're real people.

In partnership with our Women's Inclusive Network, we'll be launching our second internal 'Inspiring Women's Awards' to recognise and celebrate our own talented women.

We'll be celebrating and raising awareness on even more Diversity and Inclusion events with our Employee Inclusion Networks, including International Women's Day and Menopause Awareness Months, as well as exploring the challenges faced by neurodivergent women in the workplace.

The future of work is changing, and we want to stay ahead of the curve. We're fully committed to improving our employee value proposition for everyone, giving people more scope for flexible working, and more space to be themselves.

Gender Pay Gap Reporting Requirements

All UK organisations with more than 250 employees are required to publish their Gender Pay Gap figures annually. The gender pay gap is an equality measure that shows the difference in average earnings between women and men and we are required to report on:

- The mean and median of both the gender pay and bonus gap
- The proportion of men and women receiving a bonus payment
- The proportion of men and women in each pay quartile of the organisation (lower, lower/middle, upper-middle and upper)

About Us

Sopra Steria, a European tech leader recognised for its consulting, digital services, and software development, helps its clients drive their digital transformation to obtain tangible and sustainable benefits. It provides end-to-end solutions to make large companies and organisations more competitive by combining in-depth knowledge of a wide range of business sectors and innovative technologies with a fully collaborative approach.

Sopra Steria places people at the heart of everything it does and is committed to putting digital to work for its clients in order to build a positive future for all. With 50,000 employees in nearly 30 countries, the Group generated revenue of €5.1 billion in 2022.

The world is how we shape it.

For more information, please visit our website

soprasteria.co.uk

The World is How we Shape it. And we are shaping our world for the better.

That's Living Sopra Steria.

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