

# SG GAMING\* - GENDER PAY GAP 2019

The UK Government has introduced legislation that requires employers with 250 or more employees to publish statutory calculations every year disclosing the pay gap between male and female employees.

The following analysis sets out the results of these calculations for SG Gaming\* as of 31st March 2019. Additional data is included to provide context and further insight.

## What is the Gender Pay Gap?

The gender pay gap is an equality measure that shows the difference in average earnings between women and men. It is calculated by comparing the average hourly pay rate of all men in an organisation with the average hourly pay rate of all women.

\*SG Gaming is a division of Scientific Games consisting of Global Draw Limited and Barcrest Group Ltd.

## SG Gaming in 2019 at a glance:

Mean pay gap	<b>-7.7%</b>
Median pay gap	<b>-11.2%</b>
Mean bonus gap	<b>-44.3%</b>
Median bonus gap	<b>8.1%</b>
% of Women receiving a bonus	<b>97.2%</b>
% of Men receiving a bonus	<b>92.5%</b>



## The SG Gaming Gender Pay Gap

At SG Gaming, the mean difference in hourly pay between male and female employees is -7.7%. Therefore the female employees in SG Gaming's hourly rate of pay is 7.7% higher (mean) than males.



## The SG Gaming Gender Pay Gap Explained

The primary cause of the pay gap is a good representation of women in the most senior and highly paid roles and a high representation of males in the lower and second quartiles, This is likely to be due to the historically low number of females choosing to work in the job roles that fall within our lower and second quartile.



## The Bonus Pay Gap

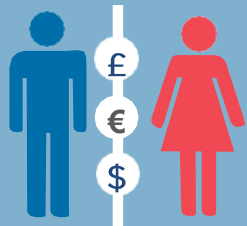
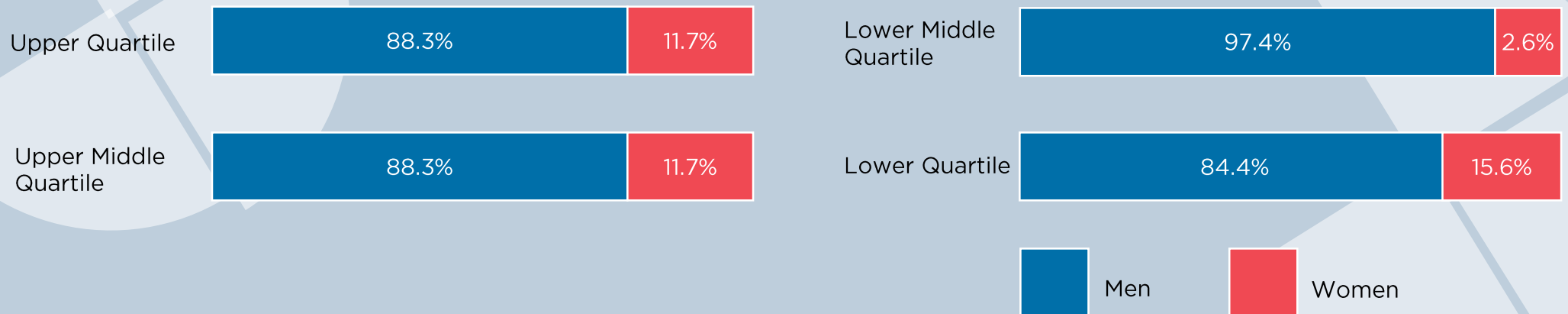
Bonus entitlement at SG Gaming is available to all employees (entitlement in a particular year will depend on the employees' start date) regardless of job role.

Analysis shows that the mean bonus pay gap was -44.3% i.e. the female employees of SG Gaming's bonus pay (mean) was 44.3% higher than male employees. The mean gap is a result of the bonus level being determined by job role.

## Pay Quartiles

The graphic below shows the proportion of males and females that fall into each pay quartile.

For context and comparison we have also shown the proportional gender split across the entire workforce.



## Tackling the Gender Pay Gap

SG Gaming is committed to equality of opportunity for all employees and strives to ensure that all employees, regardless of their background, ethnicity or gender can reach their full potential.

The SG Gaming compensation philosophy is centred on working towards the 50<sup>th</sup> percentile of market salary ranges.