



Gender Pay Gap Report 2023



We want to be the employer of choice for ambitious, talented women, so they see Sopra Steria as a great place to be, to learn new skills, gain experience and grow their career.

Introduction

We're a great place for women to work.

We want to be an organisation where women are empowered to succeed and progress their careers. That's why we're committed to being an open and inclusive business where everyone can fulfil their potential and make the most of their talents. In 2023, we were proud to be ranked as a 'best workplace for women' by Great Place to Work (GPTW) and in 2024 we plan to do even more to be a workplace where everyone can thrive.

For the last few years, we've been making steady progress to reduce the Gender Pay Gap and create a fair and equitable employee experience for all. The size of our Gender Pay Gap varies in different parts of the business, but the gap is steadily closing and the Sopra Steria UK Mean and Median Gender Pay Gaps are now at their lowest level since reporting began in 2017.

We know there's still work to do and that we need more women in senior roles, across all our businesses, to achieve true gender balance. We want to be an employer of choice for ambitious and talented women of all ages, so they see Sopra Steria as a great place to be, to learn new skills, gain experience and grow their careers.

We also recognise that we need to support women through all the different stages of their careers, so we don't lose vital experience, expertise and knowledge around major life changes, such as becoming a parent or carer and/or during the menopause.

Read on to learn more about what we've done so far to create a more level playing field for women and our plans for 2024 and beyond.

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 shows 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.

The Gender Pay Gap should not be confused with 'Equal Pay', which is about making sure 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 our three businesses in the UK.

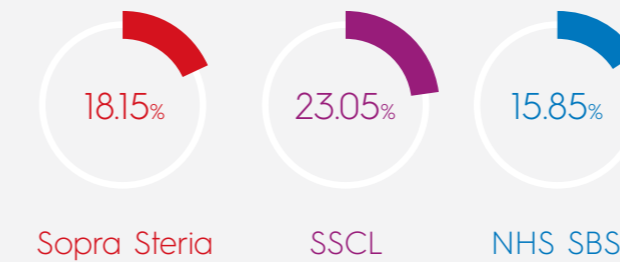
Understanding our Gender Pay Gap

The factors influencing our Gender Pay Gap are complex, 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 working in the Tech sector.

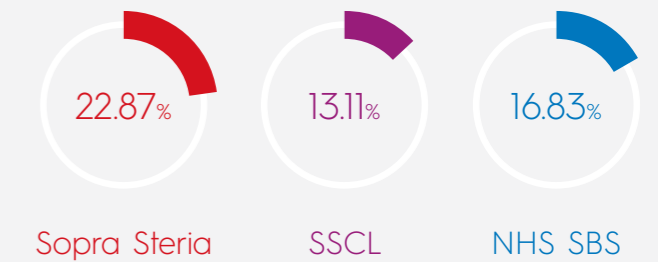
Across our businesses, we continue to have more men than women in higher paid middle management and senior roles and we also have more women than men working in more junior, lower paid administrative roles – and this imbalance is what creates our Gender Pay Gap.

Put simply, to further close the gap, we need to continue to recruit, progress and retain more women in better paid senior positions across our business.

Mean Gender Pay Gap

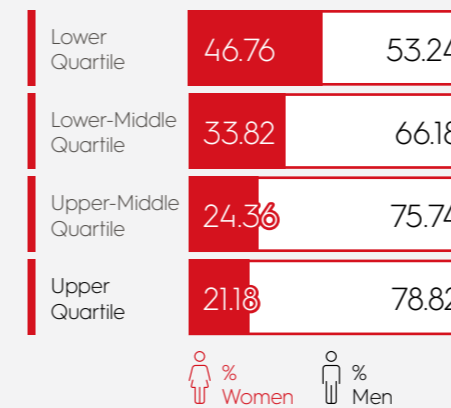


Median Gender Pay Gap

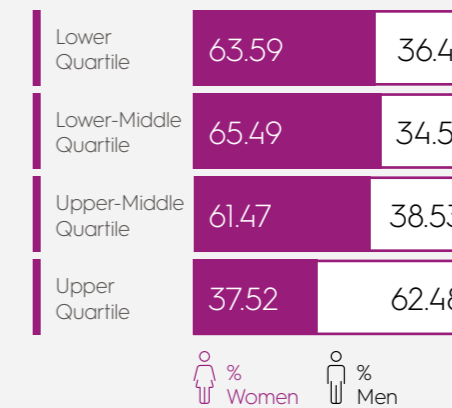


Gender Diversity by Pay Quartile

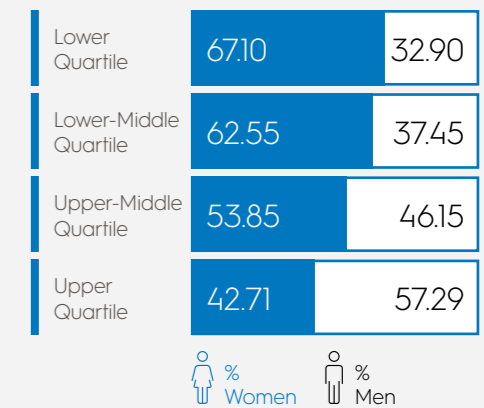
Gender Pay - Sopra Steria



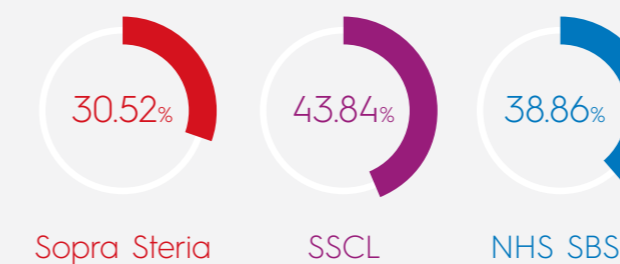
Gender Pay - SSCL



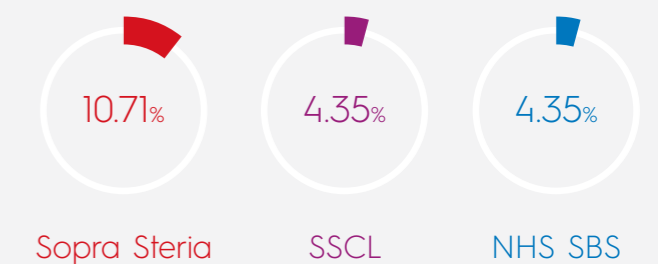
Gender Pay - NHS SBS



Mean Bonus Pay Gap

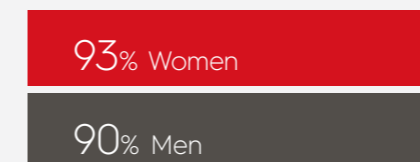


Median Bonus Pay Gap

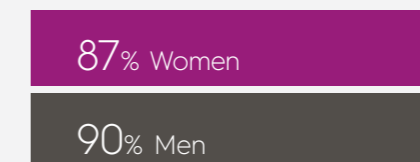


Bonus Proportions % of employees received bonus by gender

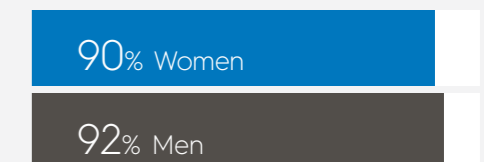
Sopra Steria



SSCL



NHS SBS



6,872 employees
 53% Men
 47% Women
 across the three companies



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.

We want to create a workplace where everyone, irrespective of their gender, or how they identify, feels safe, valued, fairly treated and able to be their very best. Our commitment to closing the gender pay gap is central to our belief that diversity is a strength.

The different backgrounds, experience and perspectives of our people provide the creativity, innovation and competitive advantage we need to continue to grow our business and shape our world for the better. That's why we'll continue to build an inclusive workplace culture, tackling bias and discrimination and supporting employee flexibility and wellbeing.

At Sopra Steria, we believe that together, we can shape our world for the better. As a values-led organisation, we put Respect, Empathy, Excellence and Community at the heart of everything we do.

In 2023 we were ranked as a 'Great Place to Work' best workplace for women and in 2024 we'll continue to take action to recruit, support and progress more women's careers and create a great workplace for everyone.

Read on to find out more on the actions we've already taken and the progress we plan to make during 2024.

Addressing our Gender Pay Gap

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

In 2023 we took positive steps to increase our focus on women's career progression and create a more equitable workplace for everyone – with the aim of improving gender balance and reducing the Gender Pay Gap:

- We introduced our first dedicated Women in Leadership talent programme to support, nurture and develop our talented women and get their feedback on how we can improve the employee experience for women.
- We continued to run our internal Women's Mentoring Programme, where we guarantee a place for every woman who wants to take part and where 40% of mentees have been promoted or expanded their responsibilities since the programme began.
- We continued to take part in the 30% Club Cross-Company Mentoring Programme for Women, supporting inclusion for women across industry.
- We supported our own growing Women's Inclusive Network to deliver inspiring events, highlighting female role models and celebrating authentic women in leadership.
- We held our second internal 'Inspiring Women's Awards' to recognise and celebrate our own talented women, with over 160 women nominated for an award.
- We introduced Women's Coaching Cafes in parts of our business, to mentor and support more junior colleagues in small group mentoring circles, offering a safe space for women to meet and discuss career aspirations and shared issues.
- Nearly 200 hiring managers took part in our 'Recruiting for Success' training programme, with a focus on making fair selection decisions, avoiding bias and seeking more diversity on job shortlists.
- We introduced a week's paid carers leave to support all colleagues who care for family members, friends and neighbours. We also expanded the entitlement to paid compassionate leave to cover more family members and close friends.
- We continued to offer support, guidance and training on the Menopause, introduced a companywide menopause support community and became signatories of the Menopause at Work pledge.
- We introduced the 'Peppy' Health Service, offering all colleagues tailored, personal and expert support and advice on topics such as menopause, fertility and having a new baby.
- We further embedded our hybrid working approach, improving work-life balance and promoting a culture of flexibility throughout all levels of the organisation.

Taking positive action in 2024 to further close the gap

We know that there's still more to do if we want to make sustainable progress on improving gender balance and closing the Gender Pay Gap. Here are just some of the actions we're planning to take in 2024 to make sure we continue to recruit, progress and retain more women across our family of businesses. During 2024, we will:

- Set objectives for our senior leaders to support our ambition to increase the number of women in senior leadership and higher paid roles.
- Continue to actively promote flexible working and embed our hybrid working approach to improve work-life balance for people throughout the company.
- Continue to roll out our diversity focused 'Recruiting for Success' training to all hiring managers and monitor its success in making sure more women appear on more job shortlists.
- Continue to work in partnership with our Women's Inclusive network to support, recognise and celebrate our own talented women.
- Continue to offer women across our Talent programmes targeted support and 121 coaching to help them develop and grow their careers with us.
- Continue to run our internal women's mentoring programme, so more women can benefit from the learning and experience of successful female role models.
- Introduce personalised support and small group Coaching Cafes to better support women returning to the workplace after maternity leave.



Creating a values - led workplace

Respect – We're here to do right

Excellence – We're here to do good

Empathy – We're united by purpose

Community – We're real people

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.

As a values-led business, improving inclusion for everyone is important to us and touches every aspect of our workplace. All our people commit to work in a way that is aligned with our values and agree to meet our 'Living Together Pledge' that respects and values differences and has zero tolerance of bullying and inappropriate behaviour.

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 major Tech player in Europe with 56,000 employees in nearly 30 countries, is recognised for its consulting, digital services and software development. It helps its clients drive their digital transformation and obtain tangible and sustainable benefits. The Group 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. In 2023, the Group generated revenues of €5.8 billion.

The world is how we shape it.

Sopra Steria (SOP) is listed on Euronext Paris (Compartment A) – ISIN: FR0000050809
For more information, visit us at www.soprasteria.com

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Shared Business Services