



Gender Pay Gap Report 2024



We want to continue being a top choice employer for ambitious and talented women, offering a supportive environment where women can thrive, develop new skills, gain valuable experience, and advance their careers.

Introduction

Over the past 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 has been steadily closing, and the Sopra Steria UK Mean and Median Gender Pay Gaps have reduced again this year - and continue to be at their lowest level since we began reporting in 2017.

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 2024, we were proud to again be ranked as a 'best workplace for women' by Great Place to Work (GPTW), as well as Sopra Steria UK being ranked in the top 10 UK's best workplaces in the super large company category.

That said, we know that there's no room for complacency, and there's still work to do to achieve true gender balance and increase the representation of women in senior roles across our UK family of businesses. Our aim is to be an employer of choice for ambitious and talented women, providing them with a supportive workplace, where they can develop new skills, gain valuable experience, and advance 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.

That's why in 2025, we plan to keep taking actions to be a workplace where everyone can thrive. Read on to learn more about what we've done so far and our plans for 2025 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.

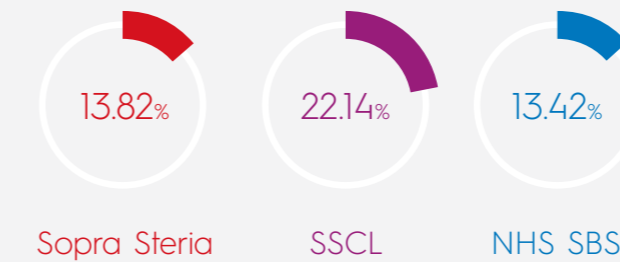
Understanding our Gender Pay Gap

Our Gender Pay Gap is influenced by various complex factors. Some are within our control, while others relate to broader industry or societal issues, like fewer women in the Tech sector.

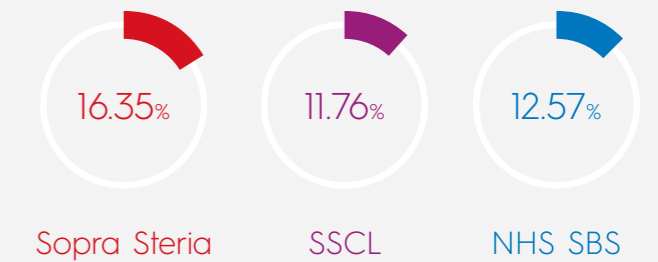
Across our businesses, we continue to have more men than women in higher paid middle management and senior roles and we also have more women than men working in more junior, lower paid administrative roles – and this imbalance is what creates our Gender Pay Gap.

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

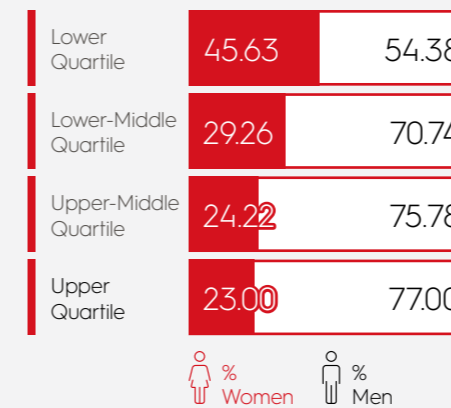


Median Gender Pay Gap

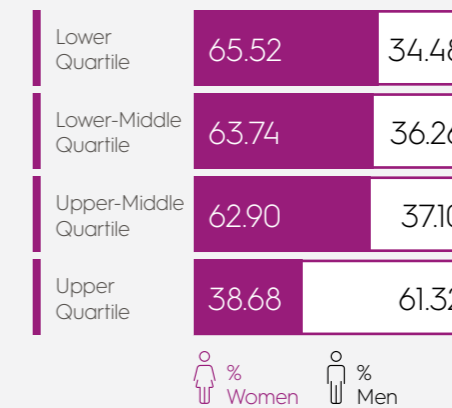


Gender Diversity by Pay Quartile

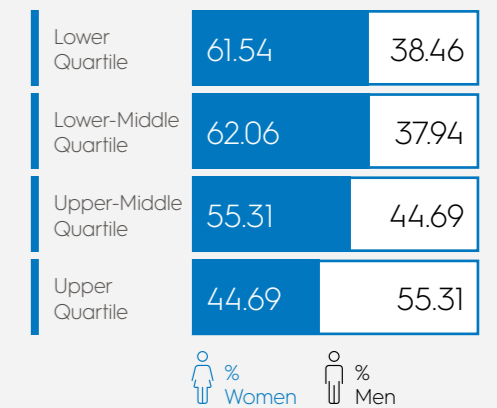
Gender Pay - Sopra Steria



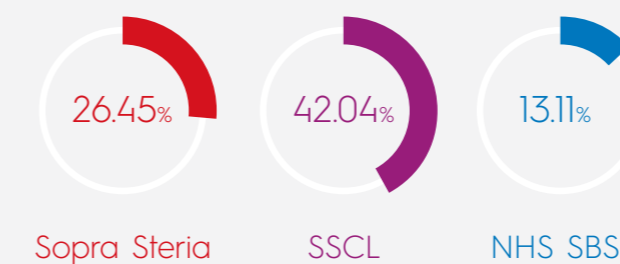
Gender Pay - SSCL



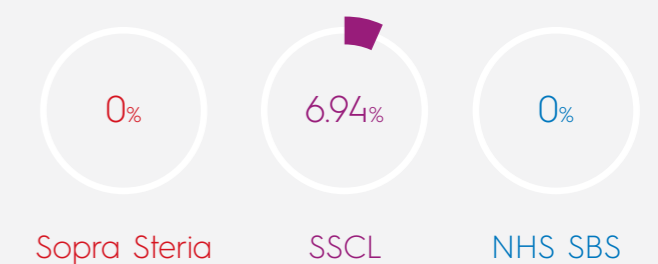
Gender Pay - NHS SBS



Mean Bonus Pay Gap

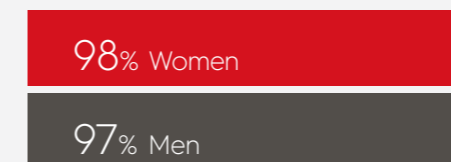


Median Bonus Pay Gap

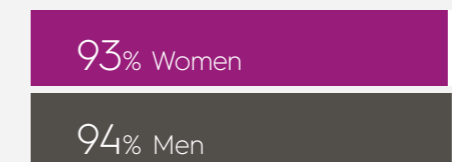


Bonus Proportions % of employees received bonus by gender

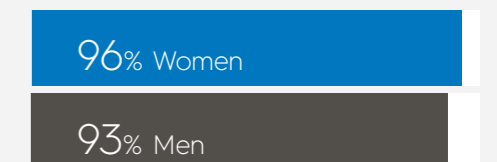
Sopra Steria



SSCL



NHS SBS



6,971 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're shaping it for the better.

We want to create a workplace where everyone, regardless of gender or identity, feels safe, valued, fairly treated and able to thrive at work. Our commitment to closing the gender pay gap is central to our belief that diversity is a strength.

The diverse and varied backgrounds, experiences, and perspectives of our employees are the foundation for the creativity, innovation, and competitive edge we need to drive our business forward and make a positive impact on the world around us. That's why we remain committed to fostering an inclusive workplace culture, addressing bias and discrimination, and promoting flexibility and wellbeing for all our people.

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 2024 we were ranked as a 'Great Place to Work' best workplace for women and in 2025 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 2025 and beyond.

Addressing our Gender Pay Gap

Addressing our Gender Pay Gap is not a tick box exercise or a series of quick fixes; it's the right thing to do to make our organisation a great place to work for everyone. 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.

Throughout 2024, we continued increasing our focus on women's career progression and creating a more equitable workplace for everyone – with the aim of improving gender balance and reducing the Gender Pay Gap:

- 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 impactful events, highlighting female role models and celebrating authentic women in leadership.
- We continued offering Women's Coaching Cafes, 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 600 hiring managers have now taken part in our 'Recruiting for Success' training programme, with a focus on making fair selection decisions, avoiding bias and seeking more diverse shortlists.
- We continue to take action to attract more women candidates, using diversity focused job boards like Vercida and promoting our inclusive work practices and ethos on our careers site.
- We continue to promote our week's paid carers leave to support all colleagues who care for family members, friends and neighbours, and our expanded entitlement to paid compassionate leave to cover more family members and close friends.
- We continued to offer support, guidance and training on the Menopause, and have grown our companywide menopause support community, which now has almost 300 members.
- We continued to promote access to 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, with even more live sessions available.
- 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 2025 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 2025 to make sure we continue to recruit, progress and retain more women across our family of businesses.

During 2025, we will:

- Continue setting 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 run 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 and we'll be running our third internal Inspiring Women's Awards in 2025.
- Continue to offer women across our Talent programmes targeted support and 121 coaching to help women develop and grow their careers with us.
- Continue to run our internal women's mentoring programme, with an updated and refreshed approach, so more women can benefit from the learning and experience of successful female role models.
- Further expand our Women's Coaching Cafes and introduce specific groups to better support women returning to the workplace after maternity or adoption leave.
- Introduce new assessment tools for senior hires to further reduce bias in selection decisions and improve fairness and consistency in our interview process.



Living by our values, together

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, respects and values differences and honors our zero tolerance pledge for bullying, discrimination 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 51,000 employees in nearly 30 countries, is recognised for its consulting, digital services and solutions. 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 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 2024, 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