

UK GENDER PAY GAP REPORT 2018

BUILDING AN EQUAL STAGE
FOR ALL EMPLOYEES OF SONY MUSIC



What do the figures tell us?

Snapshot date: 5th April 2018

MEDIAN PAY GAP

1.3%



Our median gender pay gap, *the best indicator according to the Office for National Statistics*, has improved to 1.3% (compared to 4.6% in our 2017 report). The median gap best reflects the position for most employees and 1.3% is better than the current national average of 8.6%.

MEAN PAY GAP

20.9%



Our mean gender pay gap has also improved to 20.9% (compared to 22.7% in our 2017 report)

This improvement is attributable to an increase in female representation in the most senior roles from 36.7% to 39.8%.

FEMALE

45.9%



Our mean gender bonus gap is 50.1% and our median gender bonus gap is 12.1%.

TOTAL

351



MALE

54.1%



The bonus gender gap is bound to fluctuate from year to year as it is based on rewarding individual performance.

BONUS GAP

MEAN

50.1%

MEDIAN

12.1%

PROPORTION RECEIVING BONUS



PAY BANDS BY GENDER

UPPER QUARTILE



UPPER MIDDLE QUARTILE



LOWER MIDDLE QUARTILE



LOWER QUARTILE



“WE’RE PROUD TO HAVE SOME OF THE BEST EXECUTIVES IN THE INDUSTRY AND WE ARE CONSTANTLY WORKING TO ATTRACT AND RETAIN SENIOR FEMALE LEADERS. THIS IS A KEY PART OF OUR STRATEGY TO CONTINUE TO SUCCEED.” - LIZ JEFFERY, VP, HR

Looking back

Our commitments

In our 2017 gender pay gap report we made a number of commitments:

- We would develop a more robust return to work programme
- We would continue to deliver learning programmes that enable all our people to reach their full potential within an open and inclusive environment
- We would use a range of recruitment sources to attract diverse talent and ensure balanced shortlists

This report outlines how we delivered on these objectives along with some of the additional work that took place.

Return to work programme

We understand that a driving force of supporting women into more senior roles within the business is through having a culture that supports flexibility. This year we have supported and approved 95% of applications for flexible working.

Our new parent programme launched in 2018 and we placed our employees at the heart of its design. Our employees now have the opportunity to participate in a personalised coaching programme or a career development workshop. The programmes focus on supporting people to continue to have great careers with us whilst balancing this with being a parent.

To help parents connect, we also launched both a buddy scheme and a parents group, members of which are there to provide practical peer to peer support.

Recruitment

Our paid intern scheme continues to deliver a thriving talent pool which is 64% female. This is also yielding results in our general workforce population. Since the inception of the scheme, 42% of our interns have been offered a permanent role at Sony Music UK.

Supported by our development programmes, we have focussed on promoting internal talent. In the last year, 25% of our total workforce received a promotion and of that 50% were female.

Career Development

We have continued to provide an offering of award-winning Learning and Development programmes that seek to encourage individuals to be the best version of themselves and subsequently thrive within our business.

“IN 2018 50% OF STAFF WHO PARTICIPATED IN A CAREER DEVELOPMENT PROGRAMME WERE WOMEN”

APPROVED FLEXIBLE WORKING APPLICATIONS

95%



ATTENDEES OF OUR LEARNING AND DEVELOPMENT PROGRAMMES

50%



Moving forward

We are committed to continuing to reduce our gender pay and bonus gaps. We have made some great strides in the past year which we hope will drive meaningful change in the years to come. However we recognise this is an ongoing process and individual circumstances may affect the trend from year to year. Alongside continuing to bolster our existing work supporting our inclusive culture we will be focussing on these additional objectives:

Our 2019 objectives

- We will continue to value everyone in our business. We have trialled a new and unique approach that explores unconscious impact that we will roll out companywide.
- We will introduce a refreshed framework to ensure talent is identified in a fair and consistent way. Supporting this approach we will continue to offer training and career development activities for all.
- We will launch our candidate experience project that examines each touch point of the applicant journey through a lens of inclusivity; ensuring that our workforce continues to be made up of a diverse range of talent.

I confirm that the information and data reported is accurate.



Jason Iley
Chairman & CEO



Liz Jeffery
VP, HR



William Rowe
CFO