

# UK GENDER PAY GAP 2020

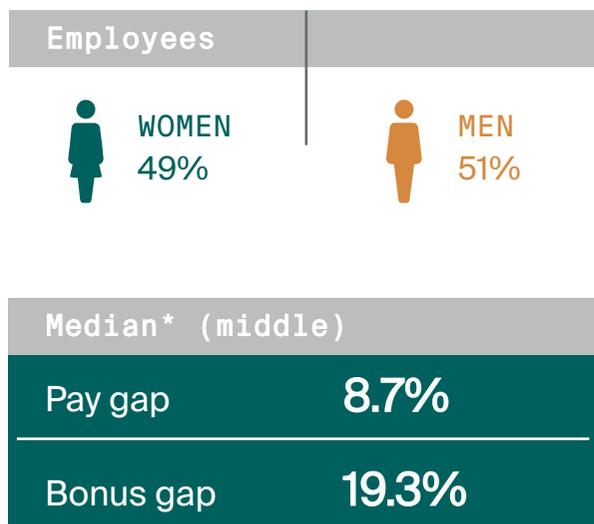
We believe creativity is a product of diversity; of bringing together the best talent wherever it's found, giving everyone the same opportunities to thrive, and rewarding each person's contribution fairly.

We welcome the challenge gender pay gap reporting sets every organisation – including ours – to be accountable and drive change. We are committed to working towards a better mix and a fairer world.

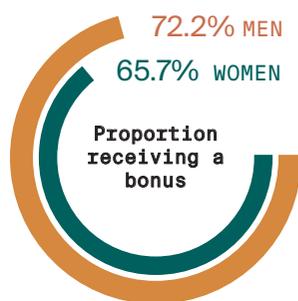
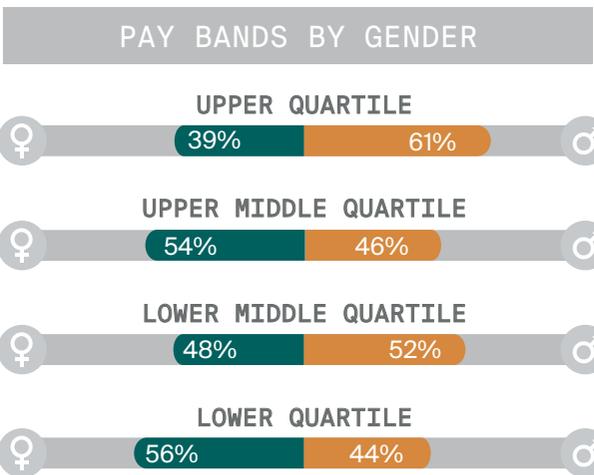
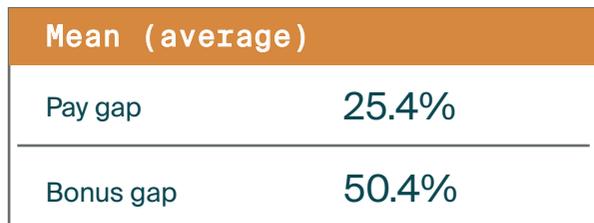
## GENDER PAY GAP VS EQUAL PAY

Equal pay is the legal obligation to pay people the same amount for doing the same job. The gender pay gap is the difference between women's and men's average pay. It's more complex as it's affected by the gender mix in different jobs, seniorities, and in full and part-time roles.

## OUR GENDER AND PAY GAP FIGURES (as of 5 April 2020)



\*The median pay gap is the best indicator according to the Office for National Statistics



## WHAT DO THESE FIGURES TELL US?

At Sony Music we have a continual focus on improving our talent pipeline and supporting female leaders. This year's figures show that we increased the number of women at our company last year, from 48% to 49%. Our gender pay gap (whether median or mean) has reduced, and our median gap is considerably lower than the national average of 15.5% (ONS). The bonus gap is partly because a higher number of women were hired during the year and are not yet bonus eligible.

Our main progress was in recruiting and promoting women into management roles across several different departments. We also continue to have more women than men joining at entry level.

Our UK workforce is relatively small so our numbers can fluctuate on a handful of joiners/leavers and this explains the slight reduction of women in the top pay band. Overall, there are still more senior men than women, but we are committed to supporting equal opportunities and rewarding women fairly.

## OUR OBJECTIVES

### LOOKING BACK

- In the year to April 5 2020, the Sony Music UK executive board became 50% female, our wider senior management team is 39% female.
- 50% of women graduated from our annual talent programme, from which we promote internally.
- We introduced a core hours and flexible working policy, ahead of Covid-induced lockdown, becoming the first major UK music company to do so.
- Our employee groups for company culture, diversity and inclusion, LGBTQ+ and parents ran a suite of events from training and mentoring sessions, networking events in partnership with Women Connect, to a celebration of queer lives.
- Continual work by our HR team in partnership with Stonewall to improve inclusivity language in contracts and policies.
- We became the first UK entertainment company to sign the Valuable 500 campaign pledge for disability inclusion.

### LOOKING FORWARD

- We are building on the UK results of our global employee survey to develop ideas with staff that address key areas including career opportunities and supporting work/life balance.
- We are developing our flexible working offer for when we return to the office, which we know is of particular importance to those with caring responsibilities (we offered parents one day of paid leave per week while schools and nurseries were closed).
- We have run "safe space" sessions to discuss intersectional topics that relate to staff, including on gender for women at all levels of the company, and these findings are contributing to the launch of an enhanced mentoring offer.
- All Sony Music UK employees are receiving both mandatory inclusivity training and, with Mind, training on managing mental health issues in the workplace. We will continue our focus on joining up "Women at Sony" from across the world through our UK Spotlight Session series.
- Our UK Social Justice Fund, which is female-led, has supported two important initiatives focused on Black women and girls – Nao's 3T programme and Milk Honey Bees - and the programmes are set to expand this year.
- We continue to focus on supporting the development of all our people through a broad range of talent and coaching programmes so all feel that they can belong.

I confirm that the information and data reported is accurate.

Jason Iley  
Chairman & CEO

Nicola Tuer  
COO

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