

**SIS**

# SIS Gender Pay Report 2025



# SIS and the Gender Pay Gap

- The UK government introduced legislation in 2017 which requires UK employers with 250 or more employees to publish statutory calculations every year to show how large the pay gap is between their male and female employees. The deadline to report the data for 2025 is 4 April 2026.
- This is the report for the data taken on 5 April 2025. This report outlines our findings and our thoughts about the gender pay gap at SIS and some initiatives we are considering introducing to reduce the pay gap.
- Gender Pay Reporting is Different to Equal Pay
- The gender pay gap is the difference between average hourly rate of pay of all men and all women in the business. This is different to equal pay which addresses the differences between men and women who carry out the same job, similar job or work of equal value.
- At SIS, we regularly review our employees' salaries to ensure that men and women are treated equally, and we are comfortable with our position regarding equal pay.



# SIS and the Gender Pay Gap

## Calculating the Gender Pay Gap

- There are six statutory metrics required from the government. The legislation requires the data to be taken from a snapshot date of 5 April each year.
- An employer must publish six calculations showing their:
  1. Average gender pay gap as a mean average.
  2. Average gender pay gap as a median average.
  3. Average bonus gender pay gap as a mean average.
  4. Average bonus gender pay gap as a median average.
  5. Proportion of males receiving a bonus payment and proportion of females receiving a bonus payment.
  6. Proportion of males and females in each quartile pay band (lower to upper)



## What could cause a Gender Pay Gap

Gender pay gaps can arise from structural workforce patterns rather than from unequal pay. Differences in working patterns, such as higher rates of part-time work among women, and the impact of career breaks, can influence average pay levels.



Our gender pay gap is influenced primarily by the composition of our workforce, rather than unequal pay for comparable work. A significant proportion of our workforce are workers engaged as competitive gamers, a role that typically attracts a predominantly male talent pool. This pattern reflects broader industry-wide trends linked to occupational segregation, where certain job types tend to be dominated by one gender.

As these gaming roles make up a notable share of our employee population, the higher proportion of men in these positions affects overall pay distributions and contributes to the gender pay gap reported this year.

## Gender Pay Gap

- On 5 April 2025 SIS Ltd and H2H had a headcount of 661 which included both permanent employees as well as casual colleagues. The gender breakdown was 550 male and 111 female. For the purposes of Gender Pay Gap calculation, if employees are paid less than their usual basic pay during the relevant pay period as a result of being on leave (maternity/statutory sick pay) they are not regarded as a 'full pay relevant employee' therefore are excluded from gender pay gap calculations.
- This year the report includes the casual workers who make up 46% of the full headcount for this report.
- Diving deeper, we have split out the mean average calculation and median for male and female pay for the full workforce as well as just for employees.

SIS PAY – Full workforce	
Mean	-32.85%
Median	-21.38%

We have a significantly higher headcount of men in our workforce, including a large proportion earning at or above the National Minimum Wage, while the female headcount is smaller and more evenly distributed across higher-graded roles.

Our mean gender pay gap of -32.85% shows that men's average hourly pay is significantly lower than women's, and the median gap of -21.38% also reflects lower typical earnings for men. This is largely driven by the high number of male casual workers, as these roles typically involve lower hourly rates, variable hours and limited progression, which reduce average male earnings.

Differences in how men and women are represented across job types and working patterns have a substantial impact on overall averages, meaning these results reflect workforce structure rather than equal pay concerns.

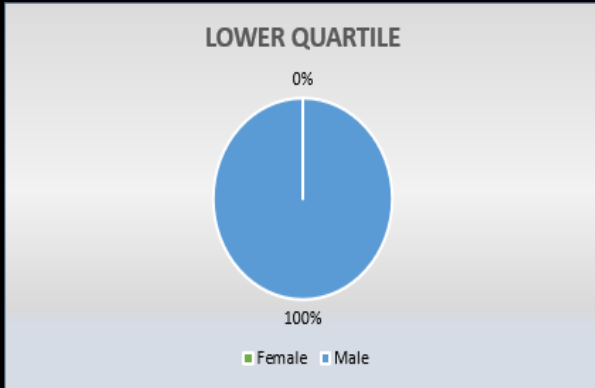
SIS PAY – Employees only	
Mean	-10.02%
Median	0.94%

This is largely due to the smaller proportion of women in higher-paid roles, which affects the overall averages when comparing earnings between men and women.

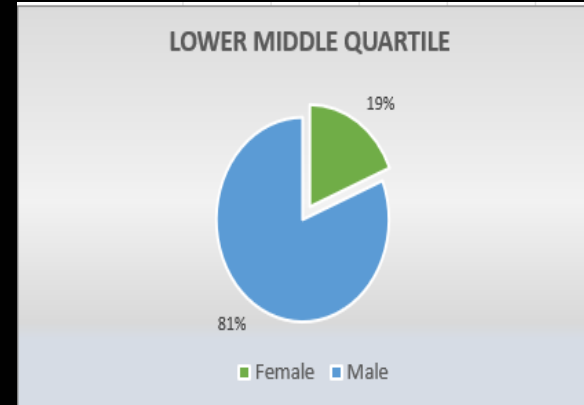
Our mean gender pay gap is -10.02%, meaning that, on average, men's hourly pay is lower than women's in this group. The median gap of 0.94% shows near parity at the midpoint of earnings. As we have a larger number of male employees and fewer female employees, differences in how men and women are distributed across roles and pay levels can influence average outcomes. The gender pay gap reflects overall workforce structure, not equal pay for equal work.

## Proportion of Males and Females in each Quartile Pay Band

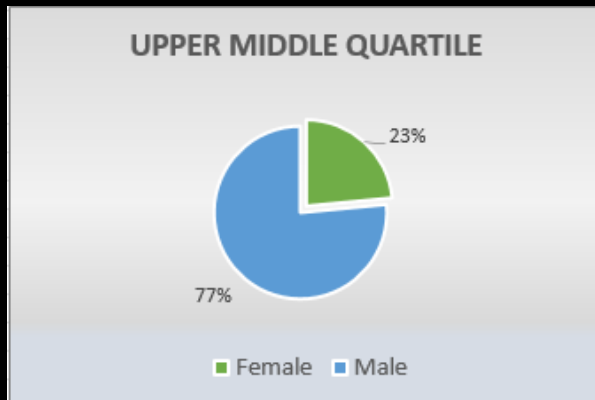
The final calculation is to order the males and females from lowest to highest pay and split into four groups. The below illustrates the gender distribution at SIS when colleagues are placed in equally sized quartiles based on pay.



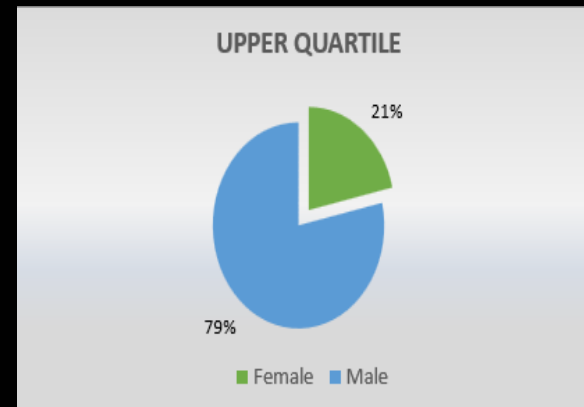
Roles in the Lower Quartile are entirely made up of our Competitive gamers who are engaged at or above NMW



Roles in the Lower Quartile are primarily our Competitive gamers who are engaged at or above NMW or junior colleagues in entry level roles.



Roles in the Upper Middle Quartile are primarily those in operational roles (Production/Voice Overs), junior/middle managers or Associate technology roles.



The Upper Quartile contains more senior/"Head of" roles as well as majority of the Technology roles and all of the Senior Management team

## Gender Bonus Gap

The Gender Bonus Gap calculations include all bonuses received during 6 April 2024 to 5 April 2025 by males and females employed on 5 April 2025.

SIS BONUS – Full workforce	
Mean	38.15%
Median	-44.48%

A mean gender bonus pay gap of 38.15% indicates that, on average, women received bonuses that were 38.15% lower than men over the 12-month bonus period.

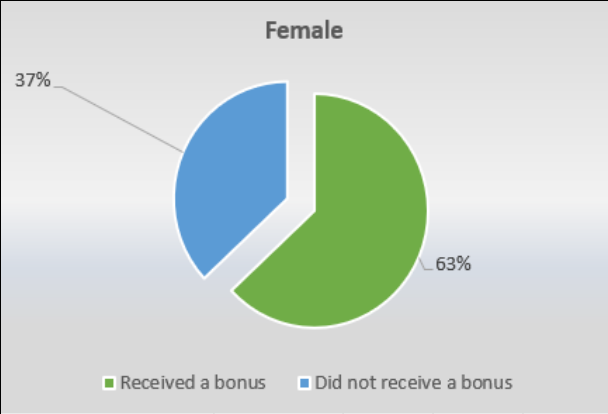
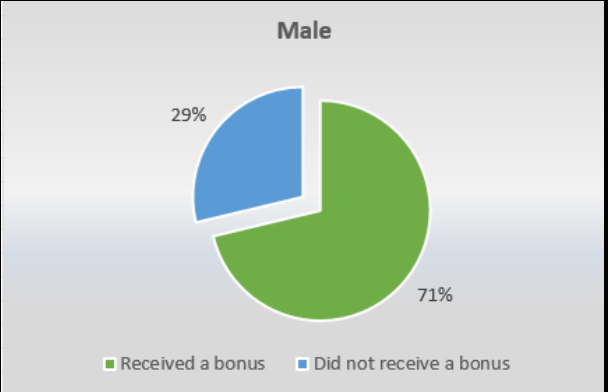
Our bonus pay gaps reflect the different bonus-eligible groups within our organisation. The mean bonus gap is higher because 392 men received bonuses, including a large male-only group of competitive gaming win bonuses that must be included under statutory rules.

All women receiving bonuses (70 out of 111) were in the performance-based scheme, where bonus values are more consistent. This also explains why the median bonus for women is higher: the male median is lowered by the wider, more varied win-bonus group, while women's bonuses come solely from the higher-median performance-based scheme.

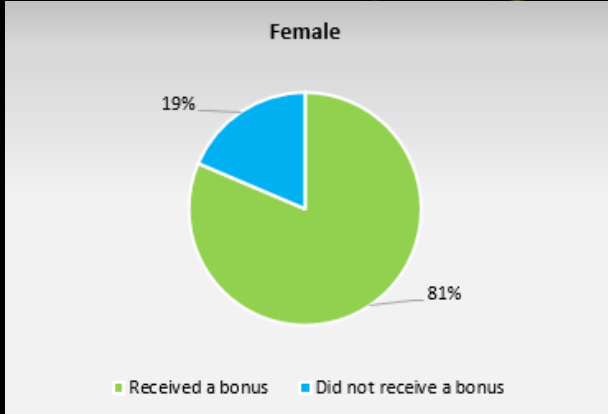
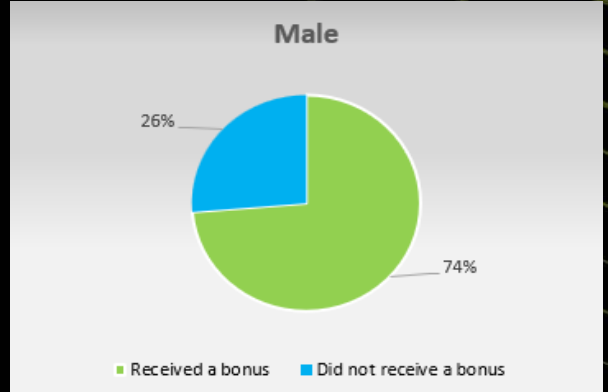
**Median gap:** Women's bonuses come exclusively from the performance-based scheme, which has more consistent mid-range bonus values, while the men's median is pulled down by the large number of varied, lower-to-mid-value win bonuses.

Bonus Proportions - The proportion of male and female colleagues who received a bonus during 6 April 2024 to 5 April 2025 (rounded):

**SIS BONUS – Full workforce**



**SIS BONUS – Employees only**



# Action

The industry sectors SIS operates in have traditionally had a higher proportion of male dominated roles and this is reflected within our company headcount by the proportion of male and female employees.

With a view to reducing the gap we have devised these initiatives:

1. We continue to target having at least one female on each vacancy shortlist during recruitment. We work closely with tailored recruitment partners, informing them of this objective so are actively seeking female candidates where possible. We continue to use gender decoding for job advert descriptions - removing vocabulary or terminology that could be considered biased towards one gender.
2. As part of our ongoing commitment to diversify our talent pipeline, we continue to explore ways to attract female competitive gamers into the workforce.
3. Female middle managers continue to be able to participate in the six-month leadership development programme STRIDE delivered by Oakridge. This is a leadership development programme designed specifically for women in middle management. The programme is about empowering women to develop their leadership skills and support them to attain senior level positions within companies. We still see strong numbers of females participating in STRIDE which we are proud to continue to support, most recently having one female member of our HR team and another from our Finance team.
4. We successfully delivered our third annual in-house SIS LEADERShip programme, and female representation has strengthened significantly over time. While only 3 of the original 18 participants were women, this has steadily increased, with 40% of the third cohort now female. Each year we review our talent pipeline and, despite the challenges of the pandemic, we have actively supported several women in broadening their experience and progressing their careers.



# Action - continued

5. We continued to invest in the progression of women into senior roles, including sponsoring a Mini-MBA for a female leader who was internally promoted to Head of Marketing. We also strengthened female representation at the top of the organisation with the successful appointment of a woman to the HR Director role on our senior management team.
6. SIS continues to invest in learning and development to support career growth across the organisation. This year, a female colleague in Finance began her AAT Level 4 qualification with company sponsorship, while two middle managers were supported in progressing their Business Management certifications.
7. We introduced our Carer Leave Policy, providing time off for colleagues with caring responsibilities, supporting many of our female colleagues who statistically take on a greater share of caring duties and helping them balance work and home commitments more sustainably.
8. We recognise that menopause can affect colleagues' wellbeing and careers, particularly for women, and have strengthened our signposting to reputable external advice and support services to ensure access to expert guidance and practical resources. By improving awareness and directing colleagues to trusted support, we aim to reduce stigma and create a more inclusive and understanding workplace.
9. SIS launched the SIS Academy in early 2024 – a pioneering, fully funded technical training programmes to launch people from all disciplines into high-impact careers in Tech. The programme offered a permanent employment opportunity which began with a 15-week full time training plan, fully funded with personalised support and development. 5 of the 12 successful Academy recruits were female and all have progressed to the next level of Associate.
10. Our Equality, Diversity and Inclusion SMT Champion and working group continue to focus on new initiatives in this space.



March 2026

Handwritten signature of Richard Ames.

Richard Ames, Chief Executive