

Press Release

Sopra Steria publishes gender pay gap report for 2017

London, 27 March, 2018 – Sopra Steria today publishes its gender pay gap data, measuring the average difference in pay between men and women across the organisation. The report shows a mean pay gap of 26%, compared to a national average of 17.5% and a global technology sector average of 25%.

Sopra Steria also reports a median pay gap of 36.7% and bonus gap data of 55% and 75% for the mean and media respectively.

Of its 3,555 UK workforce, over 33% are female, compared to the global technology average of just 21%. Combined with a UK Board where over one in three members are female (36%), this places Sopra Steria ahead of the curve for the technology sector. Nevertheless, the report shows that overall, there are more men in senior positions within the organisation, which combined with the struggle to attract female talent in the technology sector, goes some way towards explaining the gap.

The business is committed to tackling these issues and as such, the report revealed the action already underway to move towards gender parity. Steps include becoming a founding signatory of the Tech Talent Charter ([include link](#)), supporting the development of Sopra Steria's Women's Network, the launch of its first Women in Technology Conference and the roll-out of a Returnship Programme, underpinned by research commissioned with Tech UK, available to view [here](#).

Commenting on the report, Karen Finn, Sopra Steria HR Director, said: "Our business has a proud history of gender diversity. One of our founding firms was dedicated to giving women the opportunity to work in information technology. The Government's move to create transparency on gender pay disparities throughout the UK is a welcome step, causing us to pause and reflect on how we are honouring our rich heritage. While our report does not paint the whole picture, it highlights the work we must do to better recognise the contributions made by our diverse workforce. We are not alone in addressing this challenge; the technology sector as a whole must move closer towards equality in the profiles and remuneration of its talent. From encouraging more girls into STEM careers through to finding creative solutions for retaining and developing women in the workforce, we must take action so that our sector can be enriched by the different experiences and perspectives of the people within it."

To read Sopra Steria's Gender Pay Gap report in full, visit <https://www.soprasteria.co.uk/about-us/sustainability/gender-diversity> (Gender Diversity section of SSL website).

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About Sopra Steria

Sopra Steria, a European leader in digital transformation, provides one of the most comprehensive portfolios of offerings on the market, spanning consulting, systems integration, industry-specific solutions, infrastructure management and business process services. It provides end-to-end solutions to address the core business needs of large companies and organisations, helping them remain competitive and grow. Combining added value with innovative high-performance services, Sopra Steria excels in guiding its clients through their transformation projects to help them make the most of digital technology. With nearly 42,000 employees in more than 20 countries, Sopra Steria generated revenue of €3.8 billion in 2017.

Sopra Steria (SOP) is listed on Euronext Paris (Compartment A) – ISIN: FR0000050809

For more information, please visit our website: www.soprasteria.com

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