



SCIENTIFIC GAMES INTERNATIONAL LTD

Gender Pay Gap Reporting

April 2023

About Us

Scientific Games International Ltd is a subsidiary of the US corporation Scientific Games. Based in Leeds, UK, Scientific Games International Ltd manufactures and supplies instant lottery scratchcards to customers in the UK and Europe.

We currently employ 392 people in our manufacturing plant in Leeds in a variety of roles including print, packaging, engineering and office-based roles such as programming, graphic design and finance. In December 2023, we also established a UK Distribution Centre in Warrington, employing 36 people. Our state-of-the-art scratchcard logistics facility serves The National Lottery's 40,000+ retailers in support of new operator Allwyn UK's vision for growth.

Gender Pay Gap Requirements

All UK companies with more than 250 employees are required to report their gender pay gap on an annual basis. This is a measure of the difference between all males' and females' average pay across the organisation.

This is our second year of reporting.

Understanding Gender Pay Gap Reporting

The gender pay gap measures the difference between males' and females' average pay (excluding overtime). This is different from equal pay, which is the legal requirement to provide males and females equal pay if they are employed to do like work.

It is important for businesses to examine their gender pay gap because it reduces women's lifetime earnings, as well as their pensions. This is one of the significant causes of poverty in later life for women. Reasons for the gap can be complex and are deep-rooted in society. By acknowledging and publicly sharing gender pay gap information, UK businesses are able to examine the reasons behind it and look at ways of narrowing the gap.

How are the mean and median pay gaps calculated?

The mean pay gap is calculated by adding together the hourly rates of pay of male and female employees and dividing the total by the number of members of that group. The gap is the difference between the two figures, expressed as a percentage of male earnings. Very high or low figures can affect the calculation.

The median pay gap is calculated by ordering all the male and female hourly rates of pay from lowest to highest. The gap is the difference between the middle value in each group, expressed as a percentage of male earnings.

How is the bonus gap calculated?

The mean and median bonus gaps are calculated in the same way as the gender pay gaps, using actual bonuses paid within the 12-month period from 6th April 2021 to 5th April 2022. We also report the number of male and female colleagues receiving a bonus (as a percentage of the total male and female population). All employees are eligible for a bonus payment in some form, but some may be excluded based on their start date with the company.

How are the pay quartiles calculated?

Pay quartiles are calculated by dividing all hourly rates paid across the business, from lowest to highest, into four equal-sized groups of employees. We then calculate the percentage of males and females in each group.

Results

Gender Pay Gap

Mean Gender Pay Gap

The difference between the mean hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees has decreased slightly from 2022 to 2023.



Median Gender Pay Gap

The difference between the median hourly rate of pay of male full-pay relevant employees and that of female full-pay relevant employees has increased from 2022 to 2023.



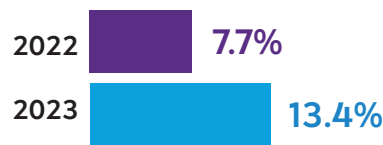
Mean Bonus Gap

The difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees is larger in 2023 due to the timing of some bonus payments to certain employees.



Median Bonus Gap

The difference between the median bonus pay paid to male-relevant employees and that paid to female-relevant employees. As with Mean Bonus Gap, this is due to the timing of some bonus payments to certain employees.



Quartile Pay Bands

The below charts represent proportions of male and female full-pay relevant employees in the lower, lower middle, upper middle and upper quartile pay bands.

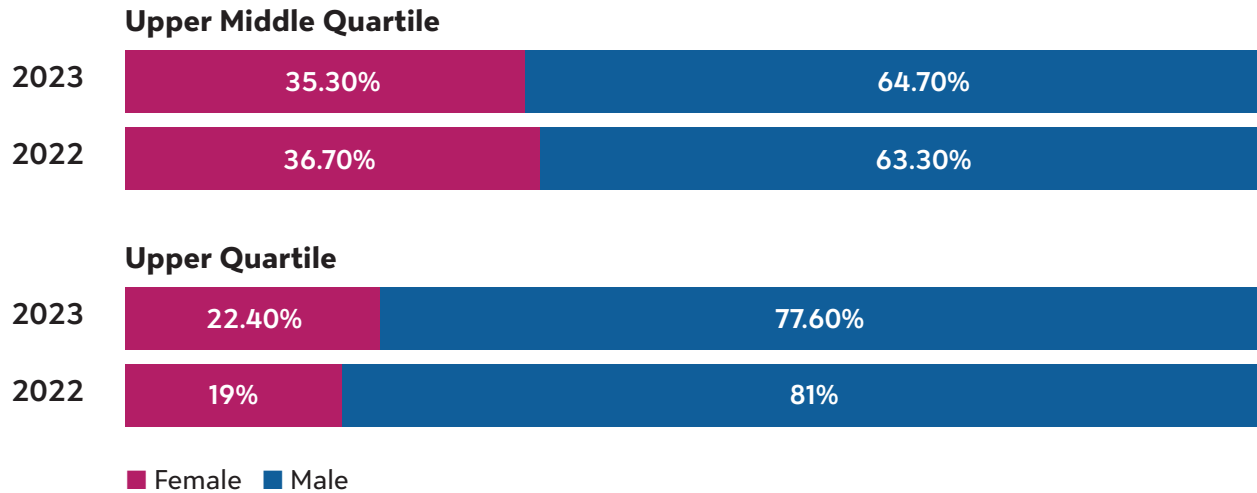
Lower Quartile



Lower Middle Quartile



■ Female ■ Male



Analysis of results

The median and mean pay gap for Scientific Games International Ltd is large and above the UK average. The organisation's highest earners are predominantly male.

The gender pay gap has remained consistent across both reporting years, and the median pay gap has grown.

This is due to the higher number of male employees in a traditionally male-dominated industry. The skilled roles in print, machine operating and engineering remain male-dominated today, as do the majority of managerial positions.

There continues to be a low representation of females in the higher-paid quartiles, although there have been improvements on this at the end of 2023, which should be reflected in the 2024 report.

What are we doing to address our gender pay gap?

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We have increased our numbers of part-time workers and job sharers. When recruiting new talent, we will consider whether the open vacancy could be considered as a part-time or job-share role and include this in any advertisement. There is still a marked difference in the number of female and male employees working in the more highly skilled roles available in machine operating. While this in part can be legacy-related, moving forward we will be taking proactive steps to offer training to female employees to encourage them to gain skills in these areas, to allow them to cover absences and obtain these roles when they become vacant.

The Print and Engineering teams are very male dominated. We are planning apprenticeships in these areas in the future, and need to partner with appropriate organisations to ensure such opportunities are desirable to female candidates.

We are conducting market rate studies to ensure our pay remains competitive and we are attracting the right talent for the organisation.

Scientific Games International Ltd is committed to reporting on an annual basis on what we are doing to reduce the gender pay gap and the progress we are making. I confirm that the information contained within this report is accurate.

Katherine Clark

HUMAN RESOURCES DIRECTOR

Scientific Games International Ltd