

## Gender Pay Report

As a responsible employer and a Club with strong links to the local community, we are committed to treating all our employees equally and fairly, providing opportunities where both women and men can develop their careers. This is reflected in the Club's Equity Policy which is also included on the Club's website.

The Table below shows the payroll data generated using prescribed criteria as specified by the government:

MEAN GENDER PAY GAP	<b>23.6%</b>
MEDIAN GENDER PAY GAP	<b>12.6%</b>
MEAN BONUS GENDER PAY GAP	<b>82.5%</b>
MEDIAN BONUS GENDER PAY GAP	<b>36.0%</b>
PROPORTION OF MALES RECEIVING A BONUS PAYMENT	<b>42.7%</b>
PROPORTION OF FEMALES RECEIVING A BONUS PAYMENT	<b>37.0%</b>
PROPORTION OF MALES IN UPPER QUARTILE	<b>70.9%</b>
PROPORTION OF FEMALES IN UPPER QUARTILE	<b>29.1%</b>
PROPORTION OF MALES IN UPPER MIDDLE QUARTILE	<b>64.4%</b>
PROPORTION OF FEMALES IN UPPER MIDDLE QUARTILE	<b>35.6%</b>
PROPORTION OF MALES IN LOWER MIDDLE QUARTILE	<b>65.5%</b>
PROPORTION OF FEMALES IN LOWER MIDDLE QUARTILE	<b>34.5%</b>
PROPORTION OF MALES IN LOWER QUARTILE	<b>52.9%</b>
PROPORTION OF FEMALES IN LOWER QUARTILE	<b>47.1%</b>

Across the business 63% of roles are taken by males and 37% are taken by females which is partly a reflection of professional cricket being a male dominated sport (albeit this is slowly starting to change as the popularity of the women's game grows). The data shows there is a gender pay imbalance within the Club, although this is distorted by the full time cricketers and coaches (currently all male), a group where there is a disproportionate number of higher earners. If they are removed from the calculations, the mean pay gap reduces significantly.

The Club's overall Mean Gender Pay Gap (generally seen as the key benchmark) has reduced from 27.4% to 23.6% compared with the prior year. This is largely a reflection of the impact of 29 additional employees, many of whom are working in the new Hotel that was opened during the year plus a more general 12% increase in the female average hourly rate across the Club compared with a male increase of 6%.

A pay gap is expected due to the nature of the business and the impact of certain male and female dominant departments having inherently different pay structures. For example, Finance is a female dominated environment and whilst salaries paid are in line with the market place they are less than say ground & maintenance which are male dominated environments



where market rates are higher. When there is a mix of male and female employees in a department, salaries are comparable. More specifically, staff fulfilling the same roles are paid equally irrespective of their gender.

The male dominated cricket & executive teams are a direct reason for the high gap in mean bonus payments. However, the proportion of each gender receiving bonuses is much closer (43%:37%), and if cricketers are removed the ratio is reversed in favour of females at (31%:37%). During the year being reported upon the players received disproportionate bonuses from prize money due to success on the cricket field on the back of finishing as runners up in the County Championship in 2017.

In conclusion, there is a good mix of male and female employees at all levels except for the Executive Team which the Club has already started to address with the promotion of a new female HR director, and as further demonstrated by a middle management which has an even mix of men and women with commensurate pay.