

## 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 as at the snapshot date 5 April 2021:

MEAN GENDER PAY GAP	<b>19%</b>
MEDIAN GENDER PAY GAP	<b>-7%</b>
MEAN BONUS GENDER PAY GAP	<b>89%</b>
MEDIAN BONUS GENDER PAY GAP	<b>95%</b>
PROPORTION OF MALES RECEIVING A BONUS PAYMENT	<b>22%</b>
PROPORTION OF FEMALES RECEIVING A BONUS PAYMENT	<b>16%</b>
PROPORTION OF MALES IN UPPER QUARTILE	<b>77%</b>
PROPORTION OF FEMALES IN UPPER QUARTILE	<b>23%</b>
PROPORTION OF MALES IN UPPER MIDDLE QUARTILE	<b>53%</b>
PROPORTION OF FEMALES IN UPPER MIDDLE QUARTILE	<b>47%</b>
PROPORTION OF MALES IN LOWER MIDDLE QUARTILE	<b>73%</b>
PROPORTION OF FEMALES IN LOWER MIDDLE QUARTILE	<b>27%</b>
PROPORTION OF MALES IN LOWER QUARTILE	<b>78%</b>
PROPORTION OF FEMALES IN LOWER QUARTILE	<b>22%</b>

Across the business as at April 2021 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 predominantly male, although there are now some full-time female cricketers), a group where there is a disproportionate number of higher earners. If they are removed from the calculations, the mean pay gap reduces significantly and is on a par with the national average.

The Club's overall Mean Gender Pay Gap (generally seen as the key benchmark) has decreased from 27% to 19% compared with the previous report (April 2020). The number of relevant employees is similar between the two reporting periods due to continuation of the furlough scheme.

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 proportion of each gender receiving bonuses has changed dramatically from 82%:86% in 2020 to 22%:16% in 2021. No bonuses were paid to staff in the 12 months leading up to the

snapshot date other than player's bonus payments for the men's cricket team and a small number of commission and incentive payments.

In conclusion, there is a good mix of male and female employees at all levels across the business. Changes within the Executive Team have resulted in a more gender balanced team and this continues throughout the non-playing structure.