

# GENDER PAY GAP

'Snapshot' date: 5th April 2017



A message from Simon Trim, CEO of Sporting Group:

We are pleased to report that Sporting Group's mean and median pay gaps are well below the national and relevant industry averages, though the gender balance of the Group is clearly something we would like to improve upon.

Our business needs a large number of trading and technology roles to operate, which has traditionally struggled to attract women, partly due to the ongoing legacy and historic recruitment challenges of women working in STEM roles. Despite the low numbers of women employed, we are confident that men and women are paid equally for doing the equivalent jobs across our business, from trading, technology and product management to business development and operations.

Women are equally as likely to receive a bonus as men within the Group, with all permanent employees currently eligible to participate in the bonus scheme. The relatively low proportion of female staff awarded is predominantly due to employees joining the company after cut off for the bonus awards in the reported pay period. The gender gap in bonus payments is largely due to the low numbers of women in leadership and other roles (such as sales) where bonus payments standardly make up a larger proportion of the overall remuneration received.

Simon Trim | Chief Executive, Sporting Group

Sporting Group's UK staff are employed by Sporting Index Ltd who are required to publish an annual gender pay gap report in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. We confirm the data reported is accurate and calculated using the methodologies prescribed in the regulations.

① National Averages, Gambling and Betting Averages, and Computer Programming, Consultancy and Related Activity averages:

<https://www.ons.gov.uk/employmentandlabourmarket/peopleinwork/earningsandworkinghours/datasets/annualsurveyofhoursandearningsashegenderpaygaptables>

We recognise that women are under-represented across the Group and across our leadership roles; however we are committed to change. We actively encourage female applicants when recruiting within our business and use our family-friendly working practices and policies as a tool to attract female employees. Here are just some of the ways we look to recruit, develop and retain female employees:

- Flexible working practices;
- Enhanced maternity and shared parental leave;
- Development and study programmes;
- Childcare savings programme and employee discounts packages;
- Focussed advertising of roles such as via LinkedIn groups such as 'Women in Technology'

Despite these practices, we still need to attract more women to work in our business. We will endeavour to ensure our recruitment process is as gender neutral as possible, improve our retention of female staff and step up the level of support we provide to talented women who work for us which we believe will help us to further close the gap and improve our gender balance in the future.

## PAY DATA

### HOURLY RATE OF PAY

Difference between gross hourly earnings for all men and women	
Mean	Median
6.5%	-10.4%

### PAY QUANTILES

■ Male ■ Female

The image below shows the gender distribution at Sporting Group when colleagues are placed into four equally sized quartiles based on pay.



## INCENTIVE DATA

### INCENTIVE PAY GAP

Difference between incentives paid to men and women	
Mean	Median
75.1%	56.2%

### PROPORTION OF STAFF RECEIVING AN INCENTIVE

Proportion of male colleagues receiving an incentive payment

Proportion of female colleagues receiving an incentive payment

