

# GENDER PAY GAP

'Snapshot' date: 5th April 2020



Message from Simon Trim, CEO of Sporting Group:

We are pleased to report again that Sporting Group has no gender pay gap for females within our organisation, though the gender balance of the Group remains a key focus for us with females underrepresented across the business. We have seen an increase in female representation in the upper middle quartile, however, there has been a decrease in female employees in the upper quartile. We also continue to have challenges with being able to recruit female employees into roles falling within our lowest quartile, resulting in the figures producing a negative mean and median gender pay gap figures.

The challenges highlighted in our previous reports persist in that our business needs a large number of trading and technology roles to operate. These disciplines have 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 remain confident that men and women are paid equally for equivalent jobs across our business, from trading, technology and product management to business development and operations. Women remain equally as likely to receive a bonus as men within the Group, with all permanent employees currently eligible to participate in the bonus scheme. Our figures continue to clearly demonstrate there is no gender gap for females in terms of receiving a bonus. The remaining mean average bonus gap is due to low numbers of women in roles where bonus payments standardly make up a larger proportion of the overall remuneration received, however we would again be confident that there is no significant gender bonus gap for staff in equal roles which is backed up by the median average here. However, the negative median bonus gap does again highlight the underrepresentation of female employees across our business.

We continue to recognise that women remain underrepresented across the Group and across our leadership roles; however, we continue to 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;
- Generous benefit provisions extended to family members as standard, including Private Healthcare, Support Services and a Discount Portal;
- Focussed advertising of roles via LinkedIn and carefully selected agencies to try and actively attract talented female candidates to our organisation.

Despite these practices, we still need to attract more women to work in our business. We will continue to ensure our recruitment process is as gender neutral as possible, and remain committed to the retention of our female staff and increasing the 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.

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.

## PAY DATA

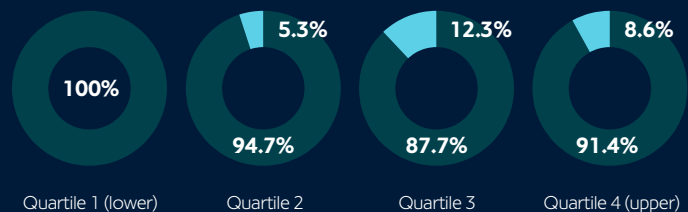
### HOURLY RATE OF PAY

Difference between gross hourly earnings for all men and women	
Mean	Median
-10.2%	-72.0%

### PAY QUARTILES

■ 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

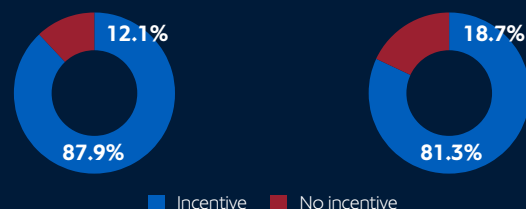
### INCENTIVE PAY GAP

Difference between incentives paid to men and women	
Mean	Median
72.6%	-50.9%

### PROPORTION OF STAFF RECEIVING AN INCENTIVE

Proportion of male colleagues receiving an incentive payment

Proportion of female colleagues receiving an incentive payment



■ Incentive ■ No incentive