



## Sunderland AFC Gender Pay Gap Reporting

Since April 2017, all organisations that employ over 250 employees have been required to report annually on their gender pay gap. The gender pay gap is defined as the differences in the average earnings of men and women over a standard time period, regardless of their role or seniority.

Sunderland AFC's workforce consists of more higher-salaried males than females. This profile reflects the industry and our gender pay gap results should be considered within the context of this distribution as this has a significant influence on our overall gender pay gaps.

The calculations for our Gender Pay Reporting are made by using our existing HR and payroll records at the snapshot date of 5 April 2020. This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it does not involve publishing individual employees data. We are required to publish the results on our own website and a government website.

Due to the impact of Covid-19, employers did not have to report their gender pay gap information for the 2019/20 year so the April 2018 figures are provided for comparison purposes.

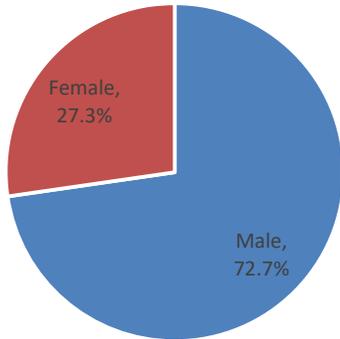
Below is the statutory information and the background of our results:

<b>Gender Pay Statistics</b>	<b>April 2020</b>	<b>April 2018</b>
<b>Mean gender pay gap in hourly pay</b>	49.1%	71.3%
<b>Median gender pay gap in hourly pay</b>	5.4%	13.3%
<b>Mean gender bonus pay gap</b>	85.8%	92.1%
<b>Median gender bonus pay gap</b>	52.4%	85.6%
<b>Proportion of males receiving bonus</b>	12.9%	6.8%
<b>Proportion of females receiving bonus</b>	2.6%	5.6%

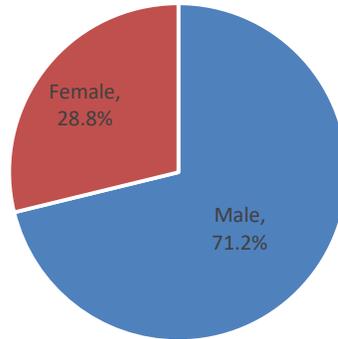
In comparison to the previously published year the mean gender pay gap of 49.1% has improved by 22.2%, and the median gender pay gap by 7.9%.

There has been a reduction in the proportion of females in the lowest and highest quartile bands in comparison to the previous report :

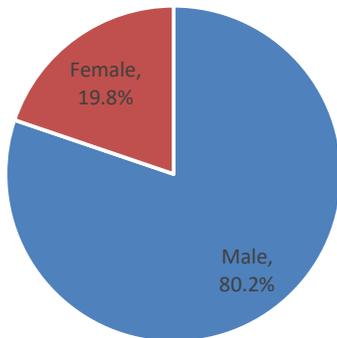
Lower Quartile



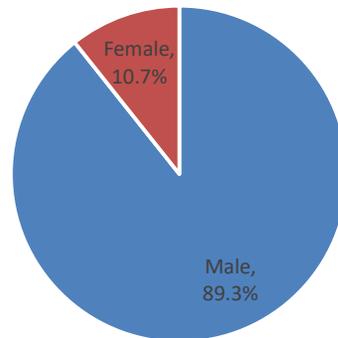
Lower Middle Quartile



Upper Middle Quartile



Upper Quartile



The Gender Pay Gap reporting data helps us to assess the level of gender equality in our workplace and the balance of male and female employees at different levels within the organisation. Gender pay gap reporting will support our plans to attract, retain and develop a diverse workforce, and identify how effectively talent is being rewarded.

I confirm that Sunderland AFC Limited is committed to the principle of gender pay equality and has prepared its 2020 gender pay gap results in line with mandatory requirements.

**Steve Davison**  
**Chief Operating Officer**