



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 2022. 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.

April 2021 figures are provided for comparison purposes.

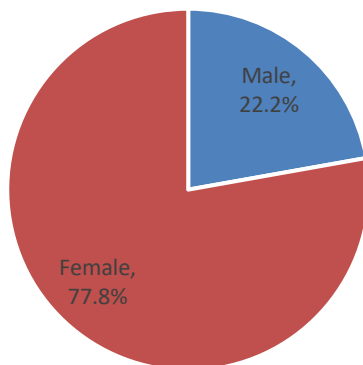
Below is the statutory information and the background of our results:

Gender Pay Statistics	April 2022	April 2021
Mean gender pay gap in hourly pay	58.2%	50.9%
Median gender pay gap in hourly pay	28.7%	8.6%
Mean gender bonus pay gap	87.8%	(36.6%)
Median gender bonus pay gap	96.5%	(150.0%)
Proportion of males receiving bonus	10.1%	15.0%
Proportion of females receiving bonus	1%	1.0%

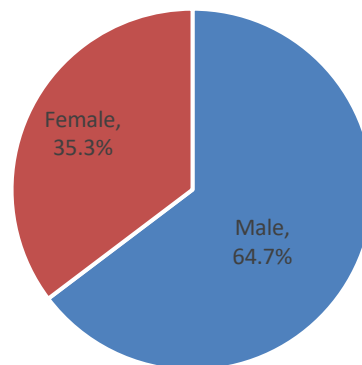
In comparison to the previously published year the mean gender pay gap of 58.2% has widened by 7.3%, and the median gender pay gap has widened by 20.1%.

There has been an increase in the proportion of females in the lower quartile bands in comparison to the previous report :

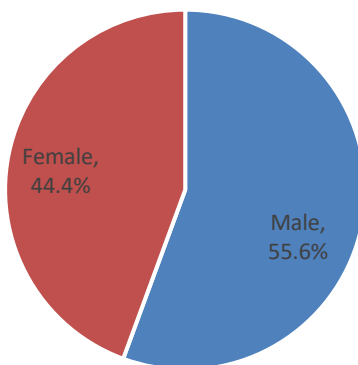
Lower Quartile



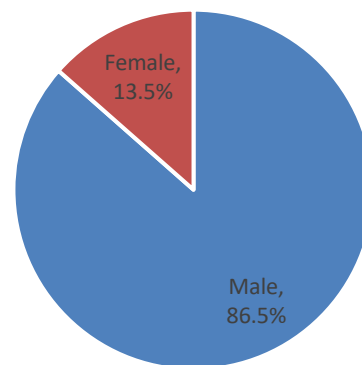
Lower Middle Quartile



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 2022 gender pay gap results in line with mandatory requirements.

Steve Davison
Chief Operating Officer