



GENDER PAY GAP REPORT – APRIL 2022

THE ALL ENGLAND LAWN TENNIS CLUB (CHAMPIONSHIPS) LIMITED

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INTRODUCTION

The strategic vision of The All England Lawn Tennis Club (Championships) Limited ('AELTC') is to maintain Wimbledon's position as the pinnacle of the sport, to be a force for good in our community and to act as a guardian of tennis. Our ambition is to do this in a manner that respects our traditions and values.

The values of our organisation – Heritage, Integrity, Respect, and Excellence – are of the utmost importance to us as an employer, and we are committed to ensuring that we not only deliver on these values both now and in the future, but continue to strive towards the AELTC being recognised as a desirable and inclusive place to work for all.

The AELTC's gender pay gap report reflects a snapshot of the permanent and temporary employees of the organisation in April 2022. On the metric most widely used in public discussions, we are again showing a modest negative median pay gap with the midpoint woman being paid 3% more than the midpoint man. The less widely used metric - the mean pay gap – shows that men, on average, are paid 4% more than women, which is broadly in line with the April 2021 report. The median gender bonus gap has widened slightly when compared to the April 2021 report, but the mean bonus gap has narrowed significantly.

In line with our values, we want to continue to ensure that the AELTC is recognised as a quality employer by both current and prospective employees, regardless of gender.

THE AELTC'S GENDER PAY GAP

TOTAL AELTC EMPLOYEES*



Men
276 (60%)

254 (61%) in 2021



Women
185 (40%)

164 (39%) in 2021



Total
461 *as of April 2022

418 *as of April 2021

GENDER PAY GAP SUMMARY

-3%

Median gender pay gap

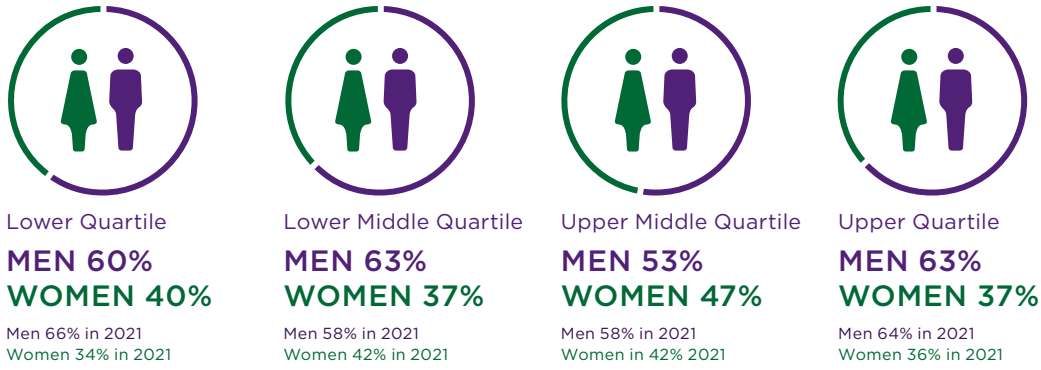
-1% in 2021

4%

Mean gender pay gap

3% in 2021

PROPORTION OF MEN AND WOMEN IN EACH OF FOUR PAY BANDS



GENDER BONUS GAP SUMMARY

37%

Median gender bonus gap
31% in 2021

13%

Mean gender bonus gap
29% in 2022

PROPORTION OF MEN AND WOMEN RECEIVING A BONUS



Men
70%
74% in 2021



Women
77%
83% in 2021

During the reporting period, the organisation has seen a number of changes in leadership roles, which have impacted our results. These include the appointment or promotion of women to the roles of Communications and Marketing Director, Head of Brand Partnerships & Hospitality, Head of Foundation, Head of Systems Development & Integration, Head of Communications and Head of Venue Operations. We have continued to take positive steps to increase the number of women in senior positions by striving to avoid single-gender shortlists. We have also worked to improve the overall diversity of our wider workforce, including our temporary and casual staffing groups, which goes beyond just gender.

THE AELTC IN THE FUTURE

In order for the AELTC to deliver on its strategic vision that Wimbledon should continue to be regarded as the pinnacle of the sport, we need to ensure we keep creating and delivering opportunities for our employees, regardless of gender.

We are committed to investing in our people and in our processes to ensure we are attracting, developing and retaining a diverse, inclusive and happy workforce for the good of the All England Club and The Championships.

Sally Bolton
Chief Executive, AELTC