



GENDER PAY GAP REPORT

The All England Lawn Tennis Club (Championships) Limited

APRIL 2025

OUR RESULTS

In accordance with the Equality Act 2010, all UK employers with 250 or more employees are required to report annually on their gender pay gap using a specific methodology set out in law. The gender pay gap measures the difference between the average earnings of men and women across the organisation, expressed as both a mean and median percentage. Similarly, the gender bonus gap is expressed as the difference between the average bonus of men and women across the organisation, as both a mean and median percentage.

It is important to note that the gender pay gap is not the same as equal pay, which refers to men and women being paid equally for doing the same or equivalent work. The All England Lawn Tennis Club (Championships) Limited ('AELTC') is firmly committed to ensuring equal pay for equal work.

The organisation considers all employees to ensure they are compensated fairly for the same or similar roles and this forms part of our annual compensation review process.

GENDER PAY GAP

Our gender pay gap report reflects a snapshot of our workforce in April 2025, including both permanent and temporary employees.

This year, we are reporting a 3% median pay gap, which is generally report by the media as the headline figure. This has increased slightly in comparison to last year (1% in 2024), but is still insignificant.

The seasonal nature of our organisation's work requires us to recruit a substantial number of temporary staff each year to support our operations. Our mean gender pay gap of 1% is the lowest figure recorded since we started reporting in 2017. This is a reflection on the steps we have taken, including eliminating single-gender shortlists and introducing anonymisation to our recruitment processes. While our workforce is relatively balanced overall, there continues to be a slightly greater representation of men in the upper quartile, in line with previous years.

GENDER BONUS GAP

Our mean gender pay gap of 7% is the lowest figure since we started reporting in 2017, when the mean gap stood at 62%.

The median bonus gap is notably higher at 31%, meaning that the middle-earning man received a larger bonus than the middle-earning woman. However, the median bonus gap has decreased by 9% from 40% from in 2024.

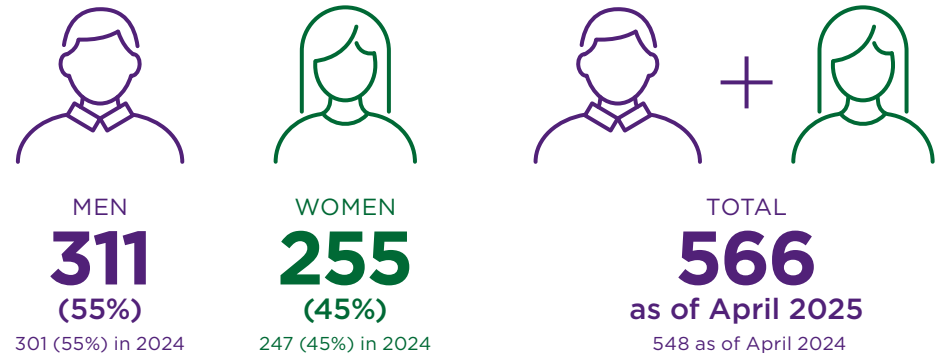
We have made significant progress in this area, including updating our bonus scheme as part of the introduction of banding to the organisation in May 2024.

In order to reduce the median bonus gap, we would need to take further proactive steps to recruit more women into roles where they have historically been underrepresented, such as Estate Management, Grounds and Horticulture.

The proportion of men and women receiving a bonus is broadly similar (69% and 63% respectively), indicating that access to bonuses is relatively equal. Notably, these proportions also include our temporary workforce.

THE AELTC'S GENDER PAY GAP

TOTAL FULL PAY RELEVANT EMPLOYEES



GENDER PAY GAP SUMMARY

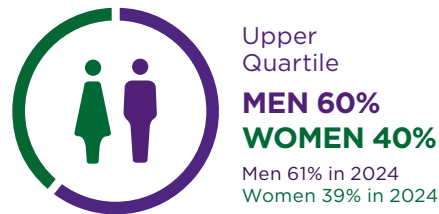
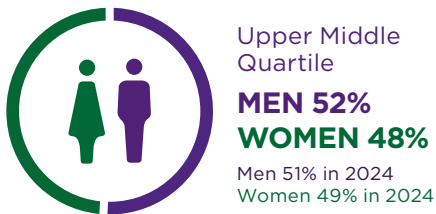
3%

Median Gender Pay Gap
(1% in 2024)

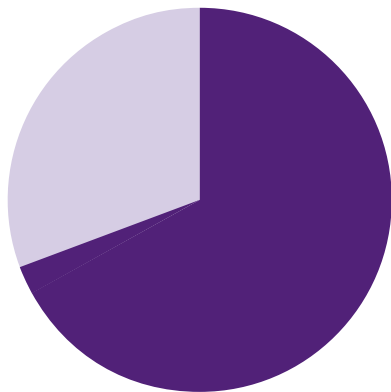
1%

Mean Gender Pay Gap
(3% in 2024)

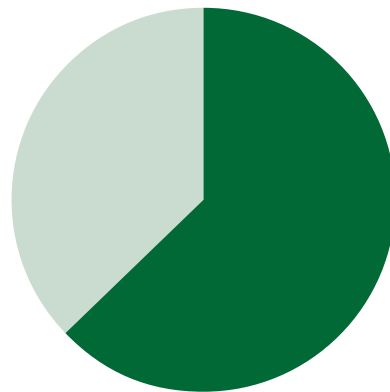
PROPORTION OF MEN AND WOMEN IN EACH OF FOUR PAY BANDS



PROPORTION OF MEN AND WOMEN RECEIVING A BONUS



MEN
69%
 (67% in 2024)



WOMEN
63%
 (63% in 2024)

LOOKING TO THE FUTURE

In line with our values of heritage, integrity, respect and excellence, we remain committed to ensuring that the organisation is recognised as a quality employer by both current and prospective employees, regardless of gender or any other personal characteristic.

We are proud that our overall gender pay gaps continue to be low relative to comparable employers. We continue to increase the number of women in senior positions, and improve the overall diversity of our workforce, including our temporary and casual staffing groups, which goes beyond solely gender.

Our organisation's strategic vision is to maintain The Championships at the pinnacle of sport, to be a guardian of tennis, and to be a force for good, which includes being a role model for responsible practices. To help us achieve our vision, we remain committed to investing in our people and processes to attract, recruit, develop and retain a diverse and talented workforce, and a workplace culture that encourages everyone to feel part of Wimbledon.

Sally Bolton
 Chief Executive, AELTC

