



GENDER PAY GAP REPORT - APRIL 2021

THE ALL ENGLAND LAWN TENNIS CLUB (CHAMPIONSHIPS) LIMITED

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 the sport. 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 2021. You will see below that our reported figures for the median and mean gender pay gap and gender bonus gap categories have narrowed when compared with the same month in 2020. Specifically, we are showing for the first time a negative median gender pay gap with the average woman being paid 1% more than the average man.

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
254 (61%)

248 (56%) in 2020



Women
164 (39%)

197 (44%) in 2020



Total
418 *as of April 2021

445 *as of April 2020

GENDER PAY GAP SUMMARY

-1%

Median gender pay gap
9% in 2020

3%

Mean gender pay gap
18% in 2020

PROPORTION OF MEN AND WOMEN IN EACH OF FOUR PAY BANDS



Lower Quartile
MEN 66%
WOMEN 34%

Men 50% in 2020
Women 50% in 2020



Lower Middle Quartile
MEN 58%
WOMEN 42%

Men 54% in 2020
Women 46% in 2020



Upper Middle Quartile
MEN 58%
WOMEN 42%

Men 53% in 2020
Women 47% in 2020



Upper Quartile
MEN 64%
WOMEN 36%

Men 65% in 2020
Women 35% in 2020

GENDER BONUS GAP SUMMARY

31%

Median gender bonus gap
42% in 2020

29%

Mean gender bonus gap
58% in 2020

PROPORTION OF MEN AND WOMEN RECEIVING A BONUS



Men
74%
63% in 2020



Women
83%
65% in 2020

The April 2021 results reflect some significant changes in the organisation's leadership following the retirement of Chief Executive Richard Lewis. The appointment of Sally Bolton as the organisation's first female Chief Executive, in addition to the hiring of Michelle Dite as Operations Director and Gemma Grey as Group Financial Controller, have impacted our gender pay gap figures. A further contributing factor to the negative median gender pay gap figure was the ongoing global pandemic, with a short-term reduction in our workforce of temporary and casual employees, alongside a hold on any non-essential recruitment for permanent roles.

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.

Richard Atkinson
Financial Director, AELTC