



OUR GENDER PAY GAP REPORT 2019

We are pleased to report our Gender Pay Gap, excluding players and manager, has reduced by 0.9%.

When including our playing squad and manager, our Gender Pay Gap has increased by 1.5%. We feel this will continue to be a trend within our sport, given that the highest earning roles in football (i.e. players and first team managers) are occupied exclusively by men.

We remain as committed as ever to ensuring gender balance wherever we can in our workforce and to encouraging women and girls to become involved in football at every level.

I confirm the data reported is accurate.

Lee Charnley,
Managing Director

WITHOUT PLAYERS AND MANAGER

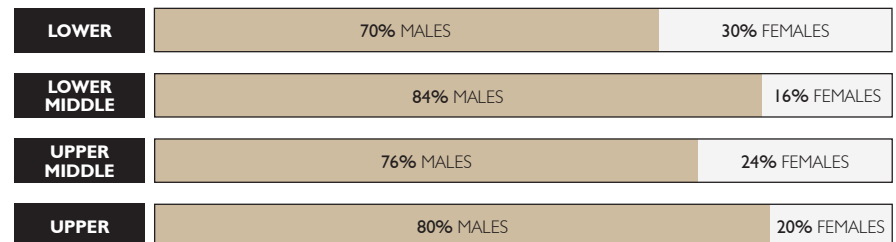
PAY GAP

Pay Gap Mean **15.2%** Median **0%**

Bonus Proportion Mean **44.6%** Median **25.6%**

Bonus Gap Male **22%** Female **35%**

PAY QUANTILES



ALL STAFF

PAY GAP

Pay Gap Mean **84.8%** Median **0%**

Bonus Proportion Mean **87.6%** Median **34.4%**

Bonus Gap Male **23%** Female **35%**

PAY QUANTILES

