



2020 Gender Pay Gap Report

Under new laws welcomed by Crown Golf, all employers in the UK with 250 or more employees must now report statutory calculations showing the size of their gender pay gap.

The gender pay gap is an equality measure that shows the difference in average earnings between women and men within an organisation at a given snapshot date. The government aim is that the gender pay gap should be eliminated over time. To do this would require equal representation of both genders at every level of the organisation.

The median gender pay gap for Crown Golf is -2.68%, which is significantly lower than the UK average of 7.4% as reported by the UK Office for National Statistics (ONS).

The gender pay gap statistics for Crown Golf at the 5th April 2020 snapshot date are as follows:

Mean Gender Pay Gap	18.53%
Median Gender Pay Gap	-2.68%
Mean Bonus Pay Gap	-9.64%
Median Bonus Pay Gap	65.22%
% men receiving a bonus	7.44%
% females receiving a bonus	15.43%

Quartiles	% Male	% Female
Upper quartile (high earners)	93.75%	6.25%
Upper middle quartile	81.25%	18.75%
Lower middle quartile	81.25%	18.75%
Lower quartile (low earners)	100.00%	0.00%

This year's gender pay gap has been heavily impacted by COVID with the first lockdown occurring in April 2020. The majority of the business was closed with only essential personnel being retained.

The gender mix across the Crown Golf Group is typically driven by the tendency for a higher number of males than females being attracted to a career in either Golf Club Management or Course Management. This drives the higher percentage of males in each quartile.

The Crown Golf Groups ability to further improve the gender mix will be driven by the company being able to attract more females to apply for roles.

I confirm that this data is accurate.

Robbie Smith
Financial Controller