



London Clubs Management Ltd Gender Pay Statement:

Snapshot Date 5th April 2020

Measurement	Percentage (%)
The difference between the mean hourly rate of pay for full-pay relevant male & female employees	6.6%
The difference between the median hourly rate of pay for full-pay relevant male & female employees	2.1%
The difference between the mean bonus paid to male & female employees	-31.4%
The difference between the median bonus paid to male & female employees	-61.5%
The proportion of male employees paid a bonus in the 'relevant period'	55.7%
The proportion of female employees paid a bonus in the 'relevant period'	59.5%
The proportion of full-pay male employees in each salary quartile	Lower: 52.4%
	Lower middle: 54.2%
	Upper middle: 58.7%
	Upper: 55.4%
The proportion of full-pay female employees in each salary quartile	Lower: 47.6%
	Lower middle: 45.8%
	Upper middle: 41.3%
	Upper: 44.6%

This Statement, which is made pursuant to Regulation 2 of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, is true and accurate to the best of my knowledge and belief.

Alex Oswald

Chief Financial Officer (EMEA) – London Clubs Management Ltd