



Gender Pay Gap Supporting Statement

Metropolitan Gaming as an employer is by law required to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The Gender Pay Gap Report involves six calculations that show the difference between the average earnings of men and women within our company; this does not involve publishing individual employees' data.

The Information we have used for this report has been gathered from our HR and payroll records.

The snapshot date for the Gender Pay Gap Report this statement relates to is 5th April 2022. As a result of the pandemic, the headcount reduced from 1,336 relevant employees pre-pandemic to 733 in the current year. 28% of the relevant employees at the snapshot date were women.

Measurement	Percentage (%)
The difference between the mean hourly rate of pay for full-pay relevant male & female employees	9.9%
The difference between the median hourly rate of pay for full-pay relevant male & female employees	4.0%
The difference between the mean bonus paid to male & female employees	84%
The difference between the median bonus paid to male & female employees	-150%
The proportion of male employees paid a bonus in the 'relevant period'	12%
The proportion of female employees paid a bonus in the 'relevant period'	10%



Measurement	Percentage (%)	
The proportion of full-pay male employees in each salary quartile	Lower:	50.27%
	Lower middle:	67.21%
	Upper middle:	61.75%
	Upper:	66.85%
The proportion of full-pay female employees in each salary quartile	Lower:	49.73%
	Lower middle:	32.79%
	Upper middle:	38.25%
	Upper:	33.15%

Actions to close the gap

- At Metropolitan Gaming we encourage career development across genders and all seniority levels of the organisation through in-house and external training and development.
- Female senior management has increased in 2022 but is not reflected at the snapshot date. We expect for this data to improve in the 2023 report based on the progress we are making as a company.
- We support requests for flexible working and have a good mix of full-time and part-time colleagues.
- We have put in place a fair pay structure to ensure all employees are treated equally for the same roles.
- Within our recruitment process we ensure the most suitable candidate is chosen for the position, regardless of gender, or any other forms of discrimination.
- We are constantly reviewing our processes and policies to ensure we always remain fair and consistent. For example, we recently implemented a menopause policy.

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.