

GVC GENDER PAY GAP REPORT

2020

AT GVC OUR GENDER PAY AMBITION IS THAT **EVERYONE'S IN THE GAME**

Inclusion is essential for the success of our business - we want to have the best people so we must be a company which the best people want to join and stay.

Our ambition is **Everyone's in the Game**, meaning everyone at GVC feels valued, respected, and included.

We have an integrated approach to inclusion, because we want real and sustainable change.

We've made some solid progress but we know there's more to do. Our median gender pay gap in the UK is only 4% but our median bonus gap is 36%, reflecting the fact that we have fewer women than men at senior levels.

We have committed to a clear four point plan to change this - it's ambitious and it'll take time to see sustainable results, but we already have the first signs of progress.

“WE ARE BECOMING A MORE INCLUSIVE BUSINESS. TO ATTRACT THE VERY BEST PEOPLE IN THE WORLD WE NEED TO TAP IN TO ALL SOURCES OF TALENT. ONE PART OF BECOMING MORE INCLUSIVE IS TO ACHIEVE A GREATER BALANCE IN THE NUMBER OF FEMALES IN SENIOR ROLES AND WE'RE MAKING GOOD PROGRESS TO ACHIEVE OUR AMBITION OF 33%.

SINCE THE ACQUISITION OF LADBROKES CORAL GROUP, WE'VE BEEN CATCHING UP WITH OTHER MORE ESTABLISHED FTSE ORGANISATIONS IN RELATION TO GENDER DIVERSITY. HOWEVER, OUR CONTINUED FOCUS ON INCLUSION ACROSS THE FOUR STRANDS OF RECRUITMENT, PROCESS & POLICY, PEOPLE DEVELOPMENT AND AWARENESS & EDUCATION, IS ALREADY STARTING TO SHOW GREAT RESULTS.”



CEO KENNY ALEXANDER

OUR PROGRESS AND PLANS

Our approach is to work at both a structural and behavioural level; through raising awareness of the barriers and opportunities of inclusion, developing inclusive behaviours, designing inclusive policies, processes and tools to hire and promote people fairly.

1. HIRING AND ATTRACTING WOMEN

Our resourcing teams have been trained in gender neutral advertising, unconscious bias, and at senior levels we have increased the ratio of women at shortlist. In 2020 we are creating new resourcing tools and processes to minimise bias.



2. INCLUSIVE PROCESS & POLICY

Progress includes reviewing our employee lifecycle to remove any bias in our processes, and the launch of a new employer brand that promotes an inclusive culture, and diverse imagery. Future plans include new promotion tools and process, plus enhanced succession management to support fair and objective decision making.



3. PEOPLE DEVELOPMENT

In 2019 our top 100 women all attended a women in leadership programme, and have been paired with senior mentors across GVC. In 2020 we will complete training all of our leadership teams in inclusive leadership and every people manager will complete understanding bias training.



4. AWARENESS & EDUCATION

We held two women's network events in 2019, including male leaders to build support and allies. We have started a campaign to support colleagues who experience sexual harassment from customers, aiming to improve retention levels for female shop colleagues.



OUR STATUTORY GENDER PAY DATA*

	MEDIAN HOURLY PAY GENDER GAP	MEAN HOURLY PAY GENDER GAP	MEDIAN BONUS GENDER PAY GAP	MEAN BONUS GENDER PAY GAP
ENTITY	DIFFERENCE	DIFFERENCE	DIFFERENCE	DIFFERENCE
CORAL RACING LTD	6.4%	19.1%	51.5%	60.2%
LADBROKES BETTING AND GAMING LTD	2.2%	11.2%	11.8%	67.0%

	PROPORTION OF MALE AND FEMALE EMPLOYEES RECEIVING A BONUS	
	FEMALE	MALE
CORAL RACING LTD	85.3%	91.3%
LADBROKES BETTING AND GAMING LTD	62.0%	66.0%

	PROPORTION OF FEMALE EMPLOYEES IN EACH QUARTILE			
	LOWER QUARTILE	LOWER MID QUARTILE	UPPER MID QUARTILE	UPPER QUARTILE
CORAL RACING LTD	60.4%	56.4%	51.4%	36.2%
LADBROKES BETTING AND GAMING LTD	56.4%	56.0%	53.1%	45.7%

* As at the reporting date of 5 April 2019, we had two entities, Coral Racing Ltd and Ladbrokes Betting and Gaming Ltd who employed more than 250 people and so are required to report gender pay data. If all GVC UK entities are combined, our overall Median Hourly Gender Pay Gap is 4% and our Median Bonus Gender Pay Gap is 36%.

