

Gender Pay Gap Report 2019



Who We Are

At **Pro:Direct**, it is our Mission to give our consumers the ultimate high street experience, showcasing some of the best sporting brands on the market including Nike, Adidas and Puma. It is our goal to become the No.1 online destination for the football obsessed, cementing our position as the industry authority.



We are proud of **our People** who make up a community of some of the most knowledgeable, creative and ambitious individuals in the industry, and together, our passion for sport and our pride in what we do is demonstrated to our customers and to each other on a daily basis.

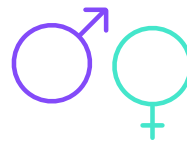




The Gender Pay Gap

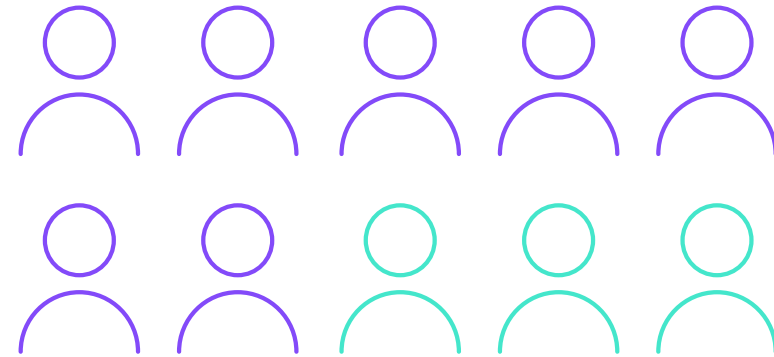
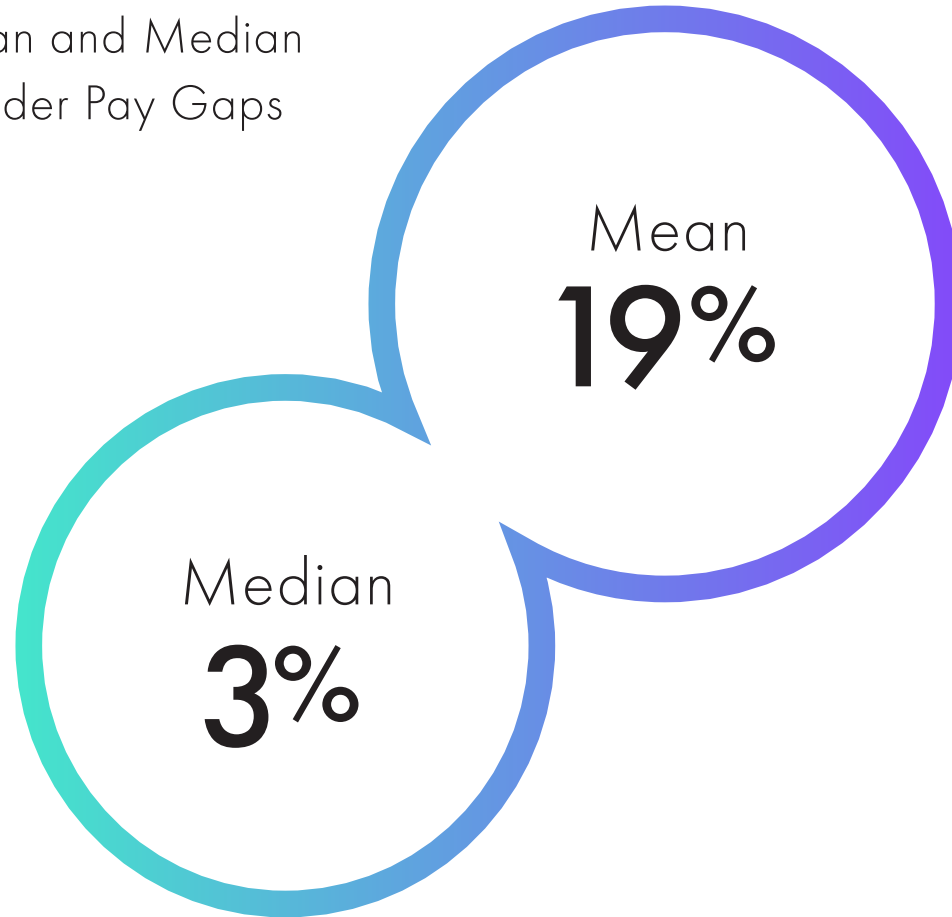
The UK government requires all employers to publish their gender pay gap data by April 2019. As an employer, we are committed to equal opportunities and since 2015 we have implemented benchmarked pay structures linked to the marketplace, promoting fairness and transparency and to reward performance.

We believe that family roots are at the heart of our business and we couldn't do it without **our brilliant people!**





Mean and Median Gender Pay Gaps



68% Male

280 Employees

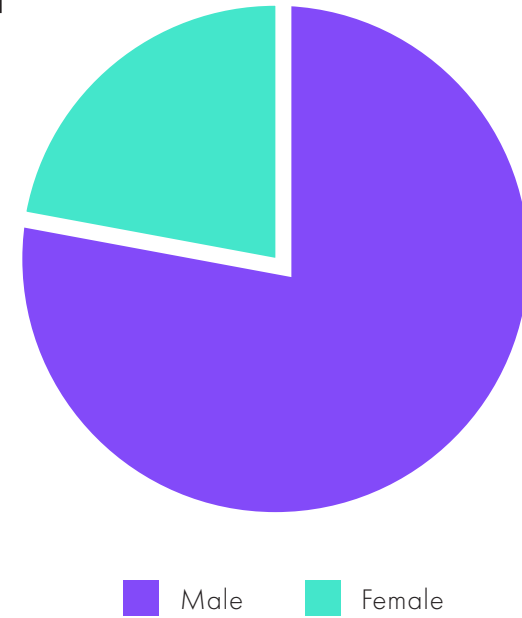
32% Female

132 Employees



Proportions of male and female employees in each pay quartile

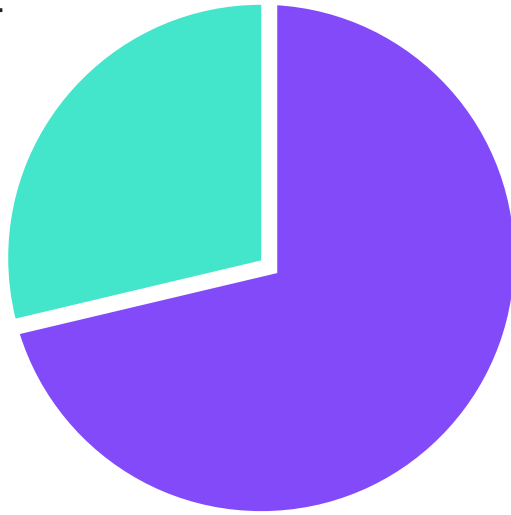
Q1



In **Quartile 1**, our Warehouse staff make up the population of this segment and the majority of these employees are male.

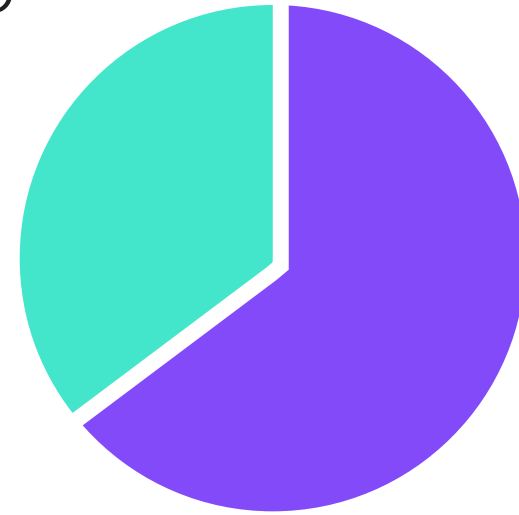


Q2



Male Female

Q3

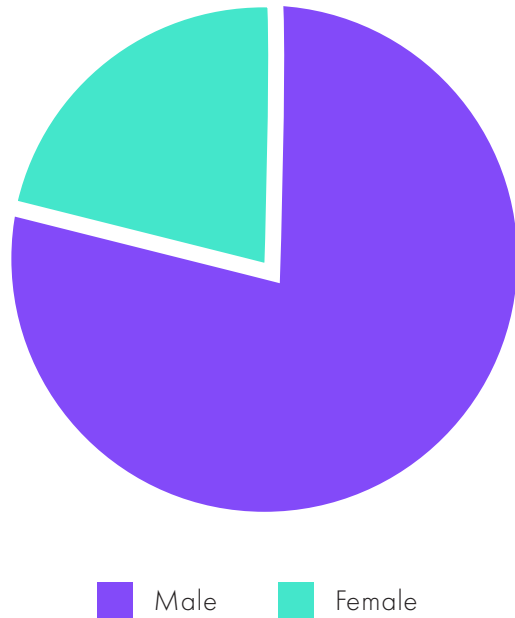


Male Female

Quartiles 2 and 3 include roles in administration, sales and buying, finance and creative roles such as graphic designers and photographers. We still have more male employees in these job roles but we can see a more even spread.



Q4



In **Quartile 4**, we know that this segment largely includes highly skilled IT/Technical roles as well as Senior Management. Due to a lack of female representation in these areas, the majority of employees are male.

Within each quartile, we are confident that men and women are paid equally for doing equivalent jobs due to our pay scales which are determined by skill level and performance indicators.

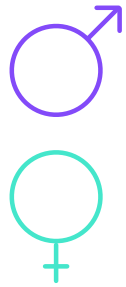
Actions

According to the National Office of Statistics, the overall UK gender pay gap is **17.9%**. We have a mean gender pay gap of **19%** (average) and a median (middle) gender pay gap of **3%** and we know we have more work to do to close the gap.

We know that one of the key reasons why the mean pay gap exists is because we have fewer women in senior leadership roles or IT technical roles where pay is highest.



Actions



To improve gender balance in its leadership teams, Pro:Direct continues to invest in best practice initiatives such as Succession Planning, to identify and advance the development of its female leaders.

We also believe in equal job opportunities for everybody regardless of gender, but we must seek new opportunities to create a stronger and more diverse talent pipeline to widen our female talent pool.

Delivering training and development opportunities to our Line Managers to help them recognise “unconscious bias” and encourage them to shortlist a balanced and diverse range of candidates.

In 2019, we have implemented a “smarter” and more instinctive performance management system which will enable us to succession plan, identifying more talented men and women as “high potential” for leadership roles.

We will also continue to ensure that our policies and procedures are implemented fairly and inclusively, particularly our recruitment & selection and performance and pay reviews.



I confirm the data reported is accurate.

A handwritten signature in black ink, appearing to read 'Peter Hammond', written in a cursive style.

Peter Hammond

Finance & Operations Director