



2024 BOLTON WANDERERS

GENDER PAY GAP REPORT

WELCOME

This report has been produced in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, which require all companies with more than 250 employees to disclose their gender pay gap annually. As part of this obligation, the Club reports on the gender pay gap across its permanent staff, players and casual workers. The data in this report reflects the snapshot date of April 5, 2024.

As a professional football club, we operate in a male dominated sport known for high player salaries. We recognise that this unique environment significantly affects the reportable figures.

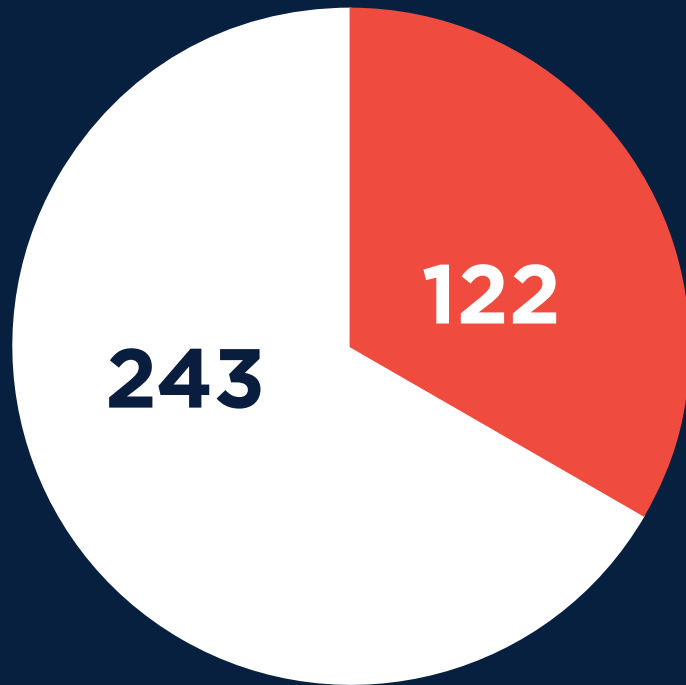
At Bolton Wanderers, we are committed to making continuous progress in closing the gender pay gap, ensuring equal opportunities, and establishing ourselves as an employer of choice by fostering inclusivity for individuals from all backgrounds. We are dedicated to creating an environment where women are supported, empowered to reach their full potential, and recognised and rewarded for their contributions to the Club. Our goal is to inspire change and reduce female underrepresentation within the sporting industry.

DANIELLE HEAP

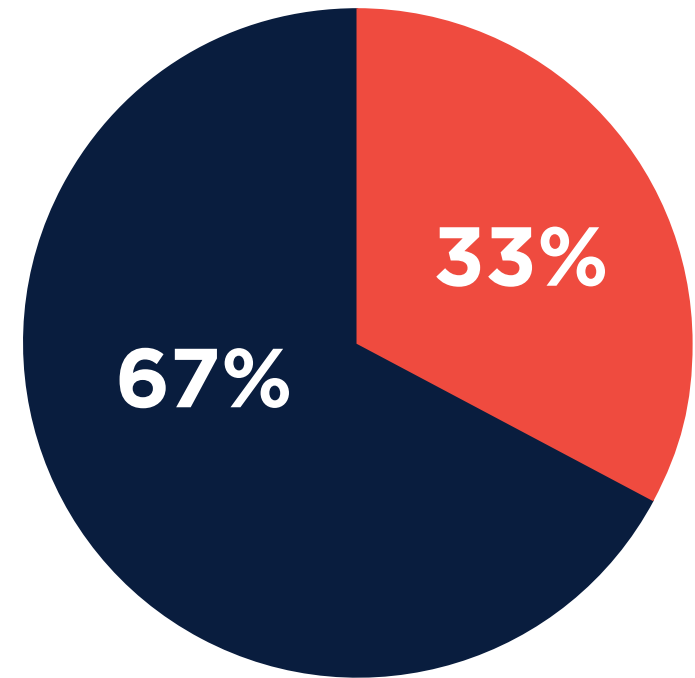
Group Head of People



EMPLOYEE GENDER SPLIT



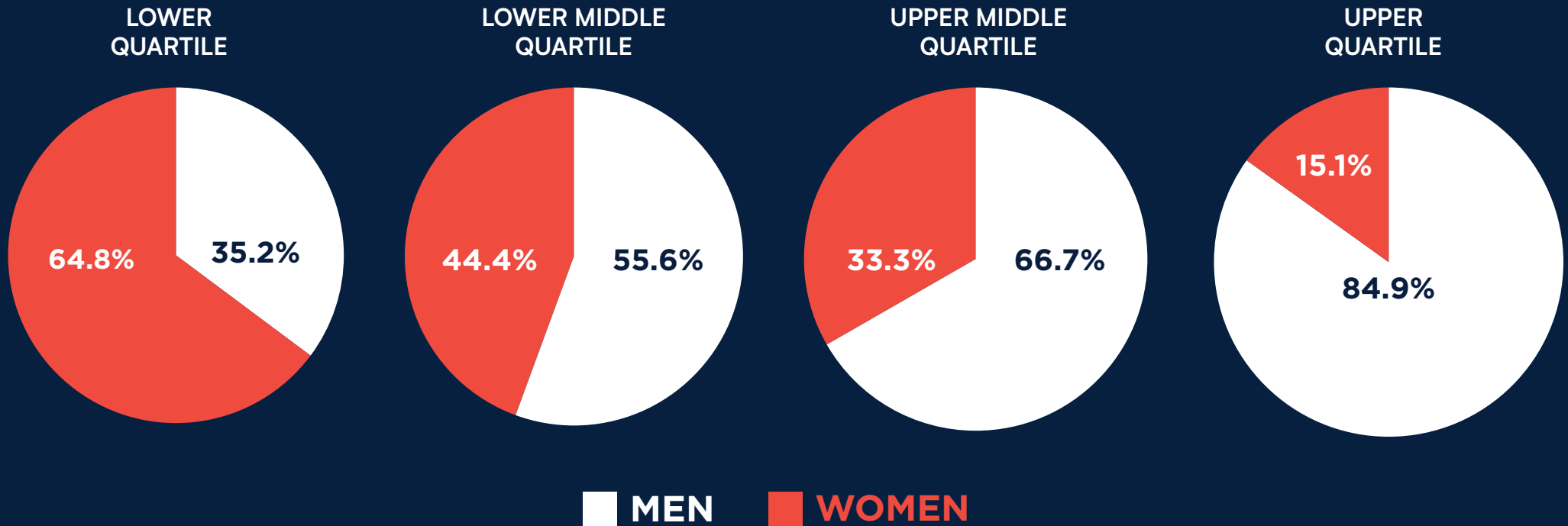
■ MEN ■ WOMEN



■ MEN ■ WOMEN

DIFFERENCE IN AVERAGE HOURLY AND BONUS PAY

Mean Hourly Pay Gap	46.3%
Median Hourly Pay Gap	13.8%
Mean Bonus Gap	100%
Median Bonus Gap	100%



OUR COMMITMENT



Following our analysis, we have identified a significant gender pay gap in favour of male employees when reviewing hourly pay and bonus calculations. This gap arises due to the inclusion of our male players, who are among the Club's highest earners, including performance-based bonus payments for the 2023/2024 football season.

Despite this, we remain committed to fostering equality and diversity across all areas of the Club. We acknowledge that further efforts are needed to enhance inclusivity and increase diversity as we look to implement additional key initiatives we continue to develop as part of our Equality, Diversity and Inclusion strategy.

Bolton Wanderers Football Club upholds the principle of equal opportunity in employment, ensuring fairness in recruitment, selection, training, development and promotion. We now utilise the EFL recruitment platform, I-Recruit, which incorporates blind recruitment to create a more diverse workforce. This system ensures that no job applicant or employee faces discrimination based on race, colour, nationality, religion or belief, sex, sexual orientation, marital status, age, ethnic and national origin, disability or gender reassignment.

To further promote diversity, we are actively working with our internal inclusion group to create an agenda to attract more female talent to our organisation. Additionally, we continue to deliver Equality and Diversity training as part of our core training programme for all new and existing staff, fostering a safe and supportive workplace where everyone can thrive.

We are dedicated to closing the gender pay gap and have already taken significant steps to promote gender diversity. These include introducing family friendly policies such as flexible working and enhanced maternity leave. Additionally, we have implemented a Menopause Policy and ensured that all managers and supervisors across the organisation have completed menopause training, equipping them to better support our female employees.

While no single initiative can eliminate the gender pay gap overnight, and some efforts may take several years before results show, we remain committed to making progress and sharing updates on the steps we're taking and the improvements we're making.

We, Phil Mason and Niaz Shazad, confirm that the information in this statement is accurate.

Signed Phil Mason and Niaz Shazad.