



2025 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 31st March 2025.

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

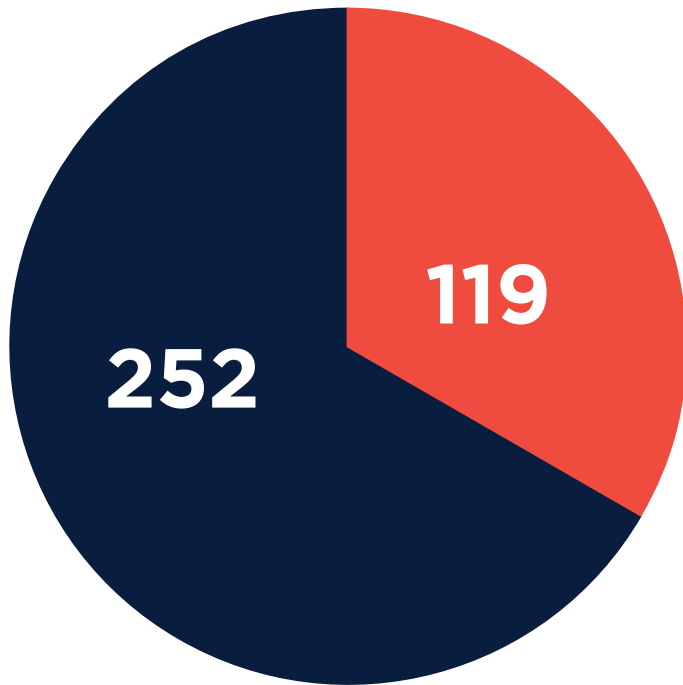
At Bolton Wanderers, we remain committed to making continuous progress in closing the gender pay gap, ensuring equal opportunities, and positioning ourselves as an employer of choice by fostering inclusivity for individuals from all backgrounds. We are dedicated to creating an environment where women are supported, empowered to reach their full potential, and recognised and rewarded for their contributions to the Club. Our goal is to close the gap between where we are now and where a fair employer should be.

DANIELLE HEAP

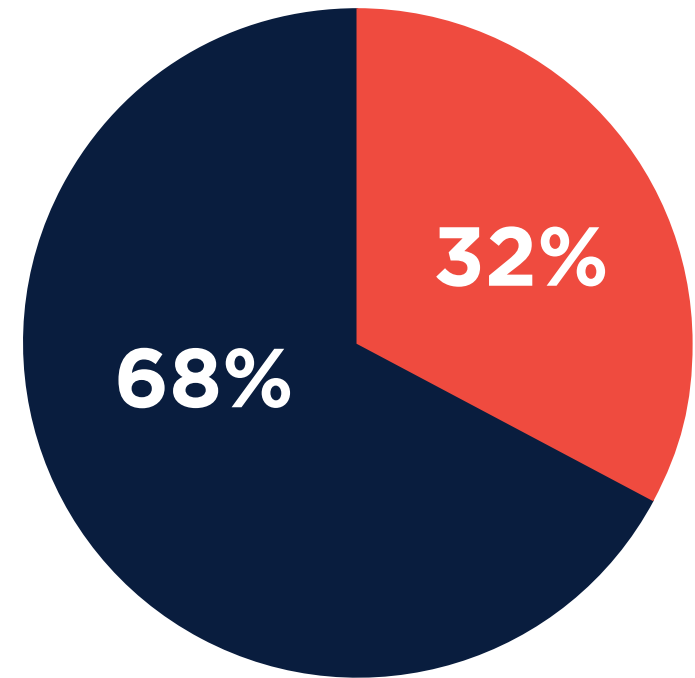
Group Head of People



EMPLOYEE GENDER SPLIT



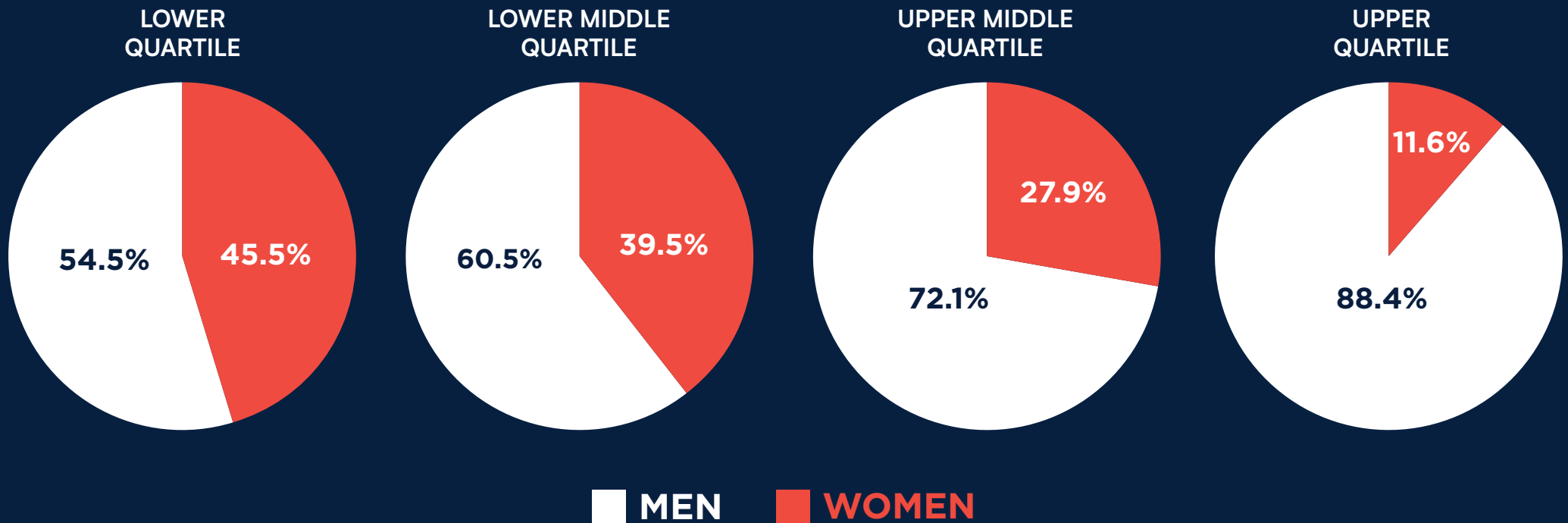
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PAY QUARTERS BY GENDER

Mean Hourly Pay Gap	48.6%
Median Hourly Pay Gap	12.9%
Mean Bonus Gap	94%
Median Bonus Gap	100%



The concentration of women in the upper quartile reflects the composition of our senior non-football departments, including Finance, People and Marketing. Male player salaries sit above this quartile threshold, which is why the mean hourly pay gap remains weighted heavily in favour of men despite this distribution.

CEO STATEMENT



Following our latest analysis, Bolton Wanderers Football Club has identified a gender pay gap in favour of male employees when reviewing both hourly pay and bonus figures. This is primarily due to the inclusion of our male players, who are among the Club's highest earners, including performance-based bonuses awarded during the 2024/2025 football season.

We acknowledge that this gap highlights the unique nature of professional football; however, we remain firmly committed to promoting equality, diversity, and inclusion across all areas of the Club. We recognise that further action is required to increase female representation and enhance inclusivity, and we continue to implement key initiatives as part of our ongoing Equality, Diversity and Inclusion strategy.

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

To further support diversity, our internal inclusion group is actively developing initiatives to attract and retain female talent across the Club. Equality and Diversity training remains a core component of our learning programme for all staff, creating a safe and

supportive workplace where everyone can thrive. We have also introduced family-friendly policies, including flexible working arrangements, enhanced maternity leave, and a dedicated Menopause Policy.

All managers and supervisors have completed menopause awareness training to better support our female employees.

We recognise that no single initiative will close the gender pay gap overnight and that some measures may take time to produce visible results. Nonetheless, we are committed to continuous improvement, sharing progress, and making the Club a measurably better employer for women year on year.

David Ray
Chief Executive Officer