

Gender Pay Gap Report 2021

Sport Aberdeen is required by law to publish an annual gender pay gap report. This is the company report for the snapshot date of 31 March 2021.

The key elements of the gender pay gap report are:

- The mean gender pay gap for Sport Aberdeen is -3.75%
- The median gender pay gap for Sport Aberdeen is 0%
- The mean gender bonus gap for Sport Aberdeen is n/a
- The median gender bonus gap for Sport Aberdeen is n/a
- The proportion of male and female employees in each quartile of the pay distribution

Note: **Sport Aberdeen do not operate a bonus scheme for employees**

Pay Quartiles by Gender

Quartile	Males	Females	Description
Upper Quartile	36.1%	63.9%	Includes all Sport Aberdeen employees [including self-employed] whose standard hourly rate places them in the 4 th and therefore the highest pay quartile.
Upper Middle Quartile	37.89%	62.11%	Includes all Sport Aberdeen employees [including self-employed] whose standard hourly rate places them above the median pay in the 3 rd quartile.
Lower Middle Quartile	32.11%	67.89%	Includes all Sport Aberdeen employees [including self-employed] whose standard hourly rate places them below the median pay in the 2 nd quartile.
Lower Quartile	45.55%	54.45%	Includes all Sport Aberdeen employees [including self-employed] whose standard hourly rate places them in the 1 st and lowest pay quartile.

The % shown above sets out the gender distribution at Sport Aberdeen across four quartiles, two containing 191 and other two containing 190 based on a total of 762 employees. The figures set out have been calculated using the standard methodologies used in the Equality Act 2010 [Gender Pay Gap Information] Regulations 2017.

Sport Aberdeen is committed to the principle of equal opportunities and equal treatment for all employees, regardless of age, disability, gender reassignment, race, religion or belief, sex, sexual orientation, marriage and civil partnership, pregnancy and maternity or any other non-job-related factor.

The company is committed to the promotion of equality of opportunity in its employment practices, family friendly and smarter working frameworks.

Sport Aberdeen is therefore confident that its gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which men and women work within the organisation and the salaries associated to those roles.

I, Alistair Robertson, Managing Director, confirm that the information in this statement is accurate.

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

Alistair S Robertson
Managing Director
March 2022