

# Our 2021 Gender Pay Gap Report



The UK Government has introduced new reporting regulations under the Equality Act 2010 which requires companies with over 250 employees to disclose their gender pay gap annually from April 2017.

This is Celtic Leisure's third report. As employees of Celtic Leisure do not receive Bonus payments three calculations were required.

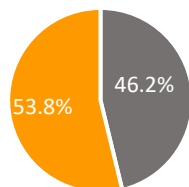
## Pay and Bonus Gap

Difference between men and women		
	Mean	Median
Hourly fixed pay	-11.2%	0.6%

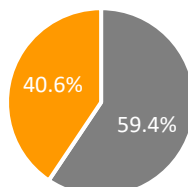
The table above shows our overall mean and median gender pay gap based on hourly rate of pay as at the snapshot date (i.e. 5th April 2021). Our mean gender pay gap is showing a negative result this means that at a mean average male employees have lower pay than female employees. However, there are 55.4% female employees and 45.7% male employees working for the company at the snapshot date.

## Pay Quartiles

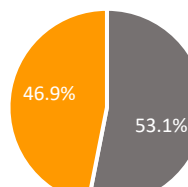
Lowest



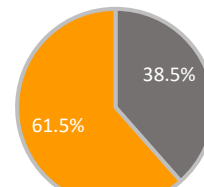
Quartile 2



Quartile 3



Highest



The above images illustrate the gender distribution at Celtic Leisure across four equally sized quartiles, each containing either 73 or 74 employees.

We are confident due to our ongoing commitment to Job Evaluation and equal pay legislation that men and women are paid equally for doing equivalent jobs across our business.

I confirm the data reported is accurate

**Richard Lewis**  
Chief Executive  
1 April 2021