



Gender Pay Gap Supporting Statement

Metropolitan Gaming as an employer is by law required to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

The Gender Pay Gap Report involves six calculations that show the difference between the average earnings of men and women within our company; this does not involve publishing individual employees' data.

The Information we have used for this report has been gathered from our HR and payroll records.

The snapshot date for the Gender Pay Gap Report this statement relates to is 5th April 2023. As a result of the pandemic, the headcount reduced from 1,336 relevant employees pre-pandemic to 733 in the previous reporting year, this year's headcount on the snapshot date has increased to 1,109, 38% of the relevant employees at the snapshot date were women, an increase of 10% on the previous year.

Measurement	Percentage (%)
The difference between the mean hourly rate of pay for full-pay relevant male & female employees	13.6%
The difference between the median hourly rate of pay for full-pay relevant male & female employees	4.2%
The difference between the mean bonus paid to male & female employees	79%
The difference between the median bonus paid to male & female employees	0%
The proportion of male employees paid a bonus in the 'relevant period'	85%
The proportion of female employees paid a bonus in the 'relevant period'	85%

Metropolitan

G A M I N G

Measurement	Percentage (%)	
The proportion of full-pay male employees in each salary quartile	Lower:	55.23%
	Lower middle:	64.98%
	Upper middle:	58.48%
	Upper:	70.40%
The proportion of full-pay female employees in each salary quartile	Lower:	44.77%
	Lower middle:	35.02%
	Upper middle:	41.52%
	Upper:	29.60%

London Clubs International Limited, 55 Baker Street, London W1U 8EW T +44 7518 0000
 Metropolitan Gaming is a trading name of London Clubs International Limited. www.metropolitangaming.com

A private limited company registered in England and Wales under company number 02862479. Registered office: 55 Baker Street, London W1U 8EW.