

Superstadium Management Company Ltd
Gender Pay Gap Reporting as at 5th April 2020

GENDER PAY GAP	
MEAN GENDER PAY GAP USING HOURLY PAY	3.22%
MEDIAN GENDER PAY GAP USING HOURLY PAY	5.96%
MEAN BONUS GENDER PAY GAP	100.00%
MEDIAN BONUS GENDER PAY GAP	100.00%

PROPORTION OF MALES & FEMALES RECEIVING A BONUS PAYMENT	
MALE RELEVANT EMPLOYEES	0.41%
FEMALE RELEVANT EMPLOYEES	0.00%

PROPORTION OF MALE AND FEMALE EMPLOYEES IN EACH QUARTILE BAND	
LOWER QUARTILE - MALE	84.62%
LOWER QUARTILE - FEMALE	15.38%
LOWER MIDDLE QUARTILE - MALE	90.63%
LOWER MIDDLE QUARTILE - FEMALE	9.38%
UPPER MIDDLE QUARTILE - MALE	90.63%
UPPER MIDDLE QUARTILE - FEMALE	9.38%
UPPER QUARTILE - MALE	95.31%
UPPER QUARTILE - FEMALE	4.69%

Declaration:

I confirm that the information and data provided in this report is accurate and in line with mandatory requirements.

Ehab Allam
Vice Chairman



Superstadium Management Company Ltd (SMC) are the operators of the MKM Stadium (formerly KCOM Stadium). The report is based on people data as at 5th April 2020. The COVID-19 pandemic has had an impact on the figures reported due to many full time employees being on furlough at the reporting date. Under the Gender Pay Guidelines these employees have not been included in the 'full-pay relevant employees' calculations.

SMC's workforce is predominantly made up of casual Matchday workers, in the main safety stewards. The full time roles within the business are the operation and maintenance of the Stadium. These type of work traditionally attracts male applicants. It is our understanding the stewarding role may deter female applicants due to the potential confrontational aspect of crowd control and perceived intimidation of being in a predominantly male environment. Administration roles within the business traditionally attract female applicants. This all leads to a relatively low Gender Pay Gap across the business.

The business does not offer contractual bonuses and on accession may pay a discretionary bonus to any employee. Only one person received a bonus in the relevant period.

SMC is an equal opportunity employer and seeks to offer opportunities in all roles to male and female applicants.