

Gender Pay Gap Report

2020



Here at Entain we want to make sure Everyone's In The Game...



Inclusion is a key part of our business. Our goal is to attract, engage and retain the best talent globally, bringing the best thinking to the business from inside and outside of our sector. Our key principle is always to promote, develop and recruit the best person for the job.

Our ambition is to make sure Everyone's In The Game meaning everyone here at Entain feels valued, respected and included.

Inclusion is embedded in everything we do, because we know when we feel respected and heard we do our best work.

We've made some clear progress, and we hold the number one spot on Inclusion in our industry, but we know we can do better. Our median gender pay gap in the UK is 7.1% and our median bonus gap is 13.0%. These figures reflect our high female representation, particularly in our retail estate where 54.0% of our people are women. Our relatively low bonus gap has been driven by the delay in payment of bonus for 2019, for our people based in offices and stadia.

We have committed to a four-point plan for change, and we are ambitious in our drive to become the best place to work and the best employer for women.



“Here at Entain we are committed to the development of our people and we are proud to announce that our median hourly pay gap is 7.1%, which, for another year, is lower than the national average of 15.5%. This is largely due to our gender parity in our retail business.



We are a business committed to our employees and being the best place to work and although our gender pay gap has increased by three percentage points since last year, our commitments to this agenda are part of how we do business.

These figures are driven by our retail estate where 54.0% of our people are women.

We are number one in our industry on inclusion but we know we can do better to ensure Everyone's In The Game.”

Jette Nygaard-Andersen
Entain PLC CEO

The 2020 gender pay gap figures for Entain in the UK for are...



Median Hourly Gender Pay Gap



Median Bonus Gender Pay Gap



Mean Hourly Gender Pay Gap

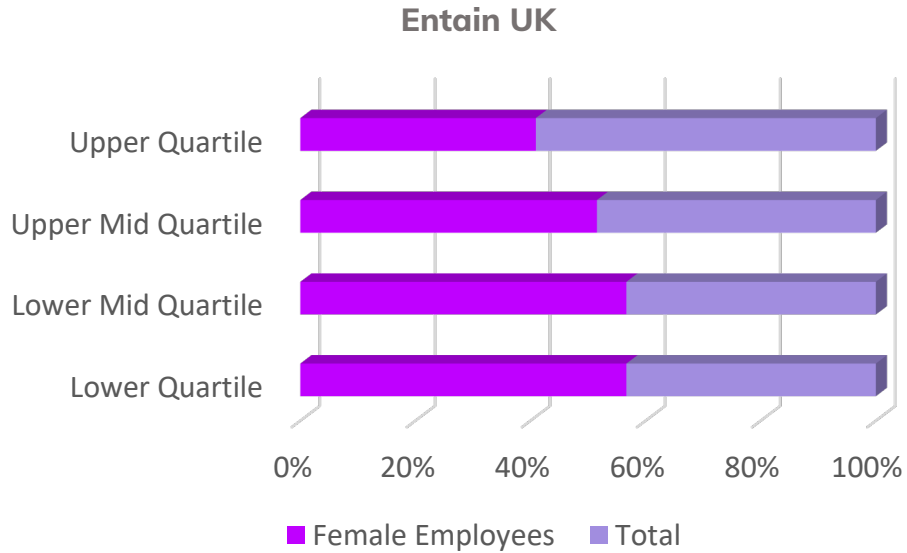


Mean Bonus Gender Pay Gap



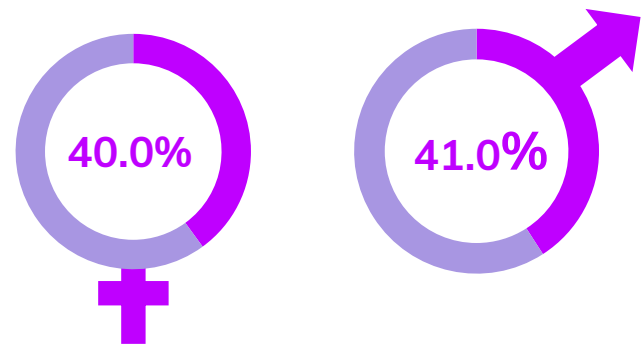


Proportion of Female Employees in each Quartile



Proportion of Male & Female Employees receiving a bonus

Entain UK



But we know we can do better...

We are concentrating on improving four areas...



We worked with external women's networks to drive recruitment through networking & referrals.

We partnered with LinkedIn to proactively source female candidates from outside of our sector.

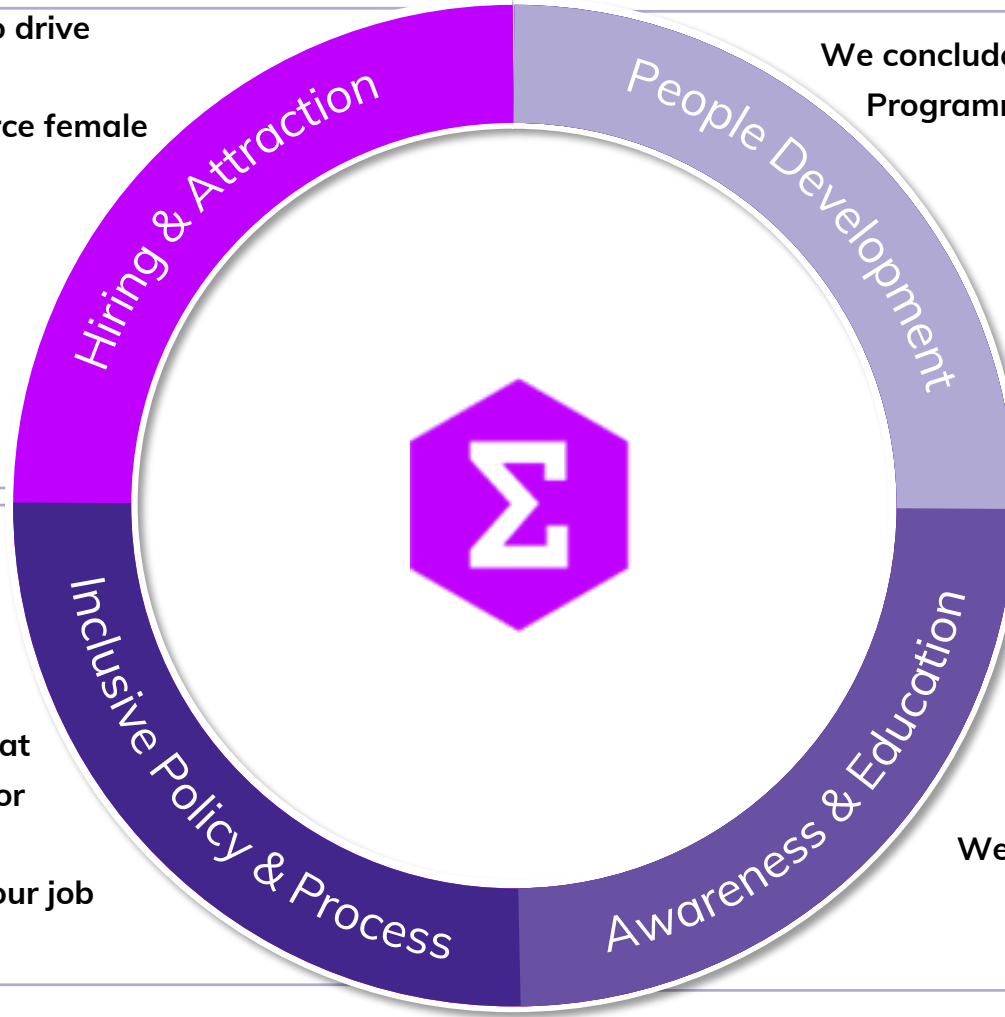
We encouraged female talent to move into senior positions.

We are working on succession planning with a new tool due to launch this year to ensure gender parity of prepared candidates.

Our new employer brand, which concentrates on responsible gambling and entertainment, saw an 8% uplift in female applicants.

Our new process within recruitment ensured that we were including information on our policies for women in our initial conversations.

We will be using Textio software to ensure all our job adverts are gender neutral.



We concluded our Senior Women in Leadership Development Programme (Horizon), empowering 250 of our most senior women globally on challenging the status quo.

Each attendee had access to a six month mentoring programme.

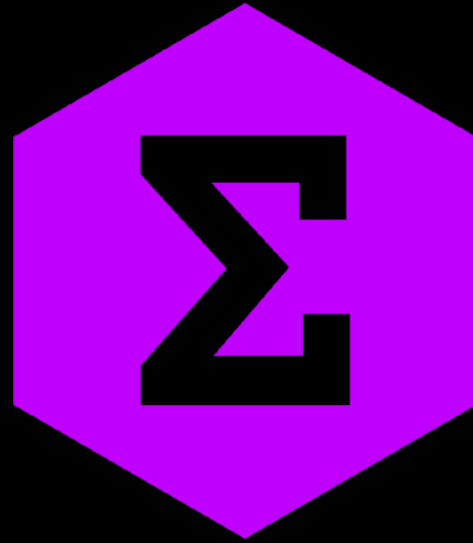
Horizon continued actively as we ran our first networking session.

The event saw over 200 UK senior leaders coming together and discussing the power of gender parity.

We will continue to support, inspire and educate our people on this agenda.



To ensure Everyone's In The Game.

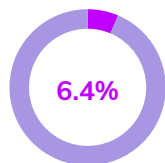


Statutory Reporting



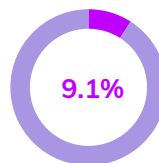
Median Hourly Gender Pay Gap

Ladbrokes Betting & Gaming Ltd



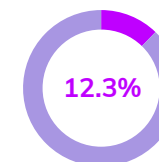
Median Bonus Gender Pay Gap

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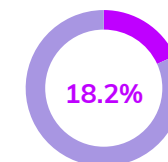
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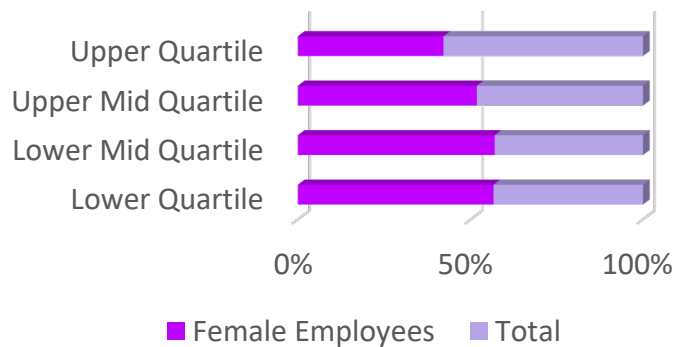
Mean Bonus Gender Pay Gap

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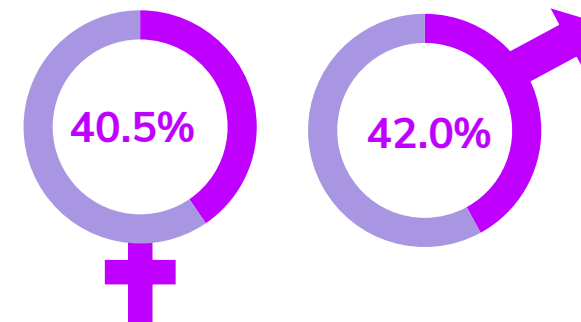
Proportion of Female Employees in each Quartile

Ladbrokes Betting and Gaming Ltd



Proportion of Male & Female Employees receiving a bonus

Ladbrokes Betting & Gaming Ltd



The figures above are those for Ladbrokes Betting & Gaming Ltd. Legislation in the UK requires all entities employing more than 250 employees on 5 April each year to publish Gender Pay Gap (“GPG”) data by 4 April of the following year. As at 5 April 2020, Entain in the UK had one entity employing over 250 people and so required to report under the GPG regulations – Ladbrokes Betting & Gaming Ltd. This is a change from 2019, when we were also required to report on Coral Racing Ltd. All employees of this entity were transferred to Ladbrokes Betting & Gaming Ltd from 6 April 2019. Figures in the rest of this report cover all Entain employing entities in the UK.

