

UK Gender Pay Gap Report 2022



Why diversity and inclusion is important to us

Our vision is to be the world leader in betting, gaming and interactive entertainment, and we know that the most successful businesses are the most sustainable ones.

Diversity and inclusion is key to sustainability and success. Our goal is to attract, engage and retain the best talent globally, bringing the best thinking to our business from inside and outside of our sector.

Our ambition is to make sure everyone 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.

“Our goal is to attract, engage and retain the best talent globally, bringing the best thinking to our business from inside and outside of our sector.”



A message from our CEO

It's encouraging to share that our median hourly pay gap has reduced to 3.2% from 5.3%. And even more so when this compares with the national figure from the Office of National Statistics which quotes the gender pay gap this year, for all employees (full and part time), at 14.9%.

But we can, and must, keep doing more. Companies like ours have an opportunity to reshape the world of work, and we take this responsibility very seriously.

Sustainability drives everything we do, and doing what's right is one of our core values. Diverse teams have more creativity, imagination, innovation and problem-solving capabilities.

And we'll have a better impact in the marketplace because these teams will deeply understand consumers' needs, wants and challenges, which creates greater career opportunities and happier customers.

We are committed to tackling inequalities and creating a diverse and inclusive business. Whether we are reigniting careers with our female returnship in partnership with McLaren F1, or supporting all women with our Women@Entain network, we know we are on the right road, but it is just the start.

Jette Nygaard-Andersen
CEO, Entain plc

Our median hourly pay gap has reduced to

3.2%

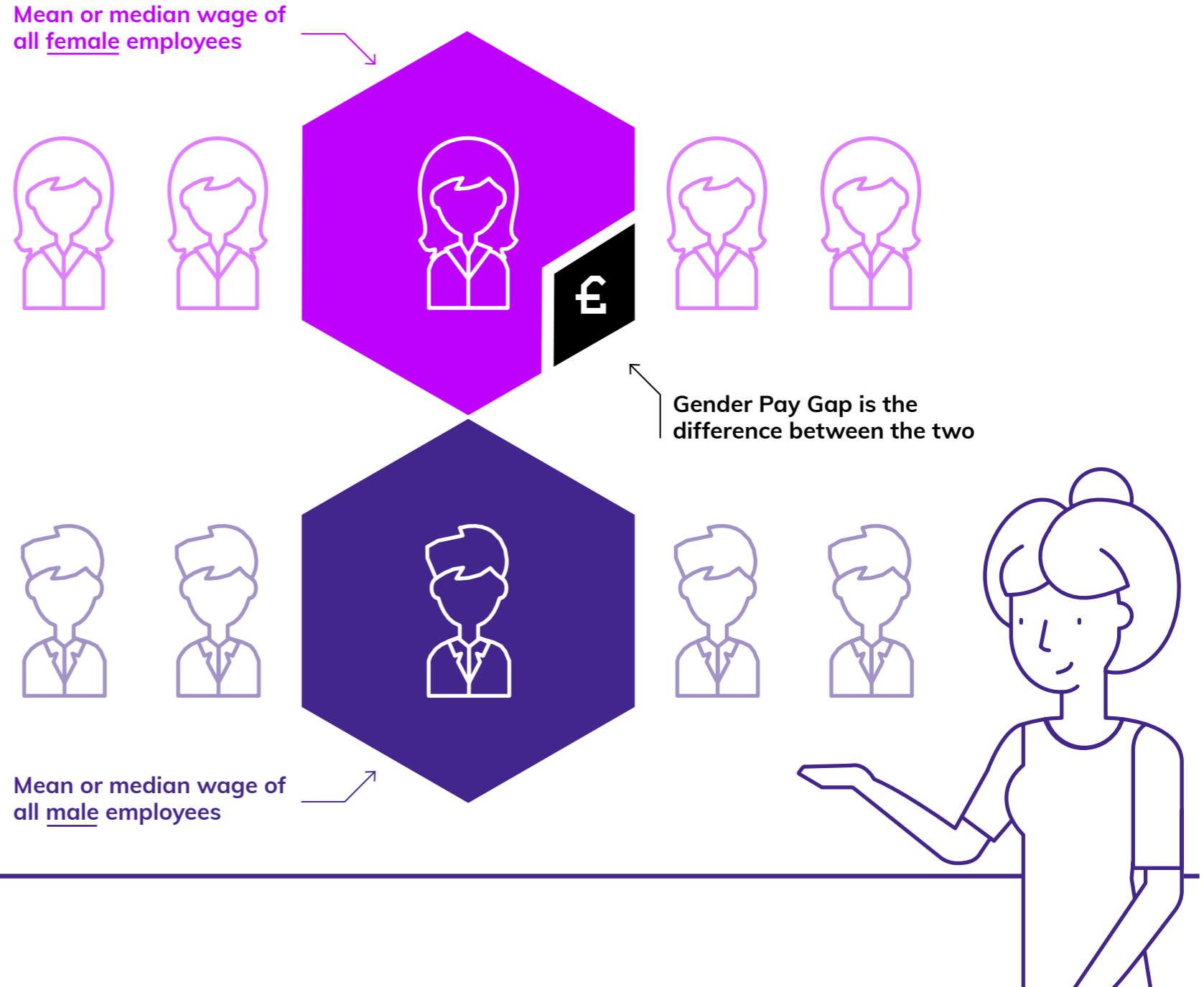


“We are committed to tackling inequalities and creating a diverse and inclusive business.”

How we calculate the Gender Pay Gap

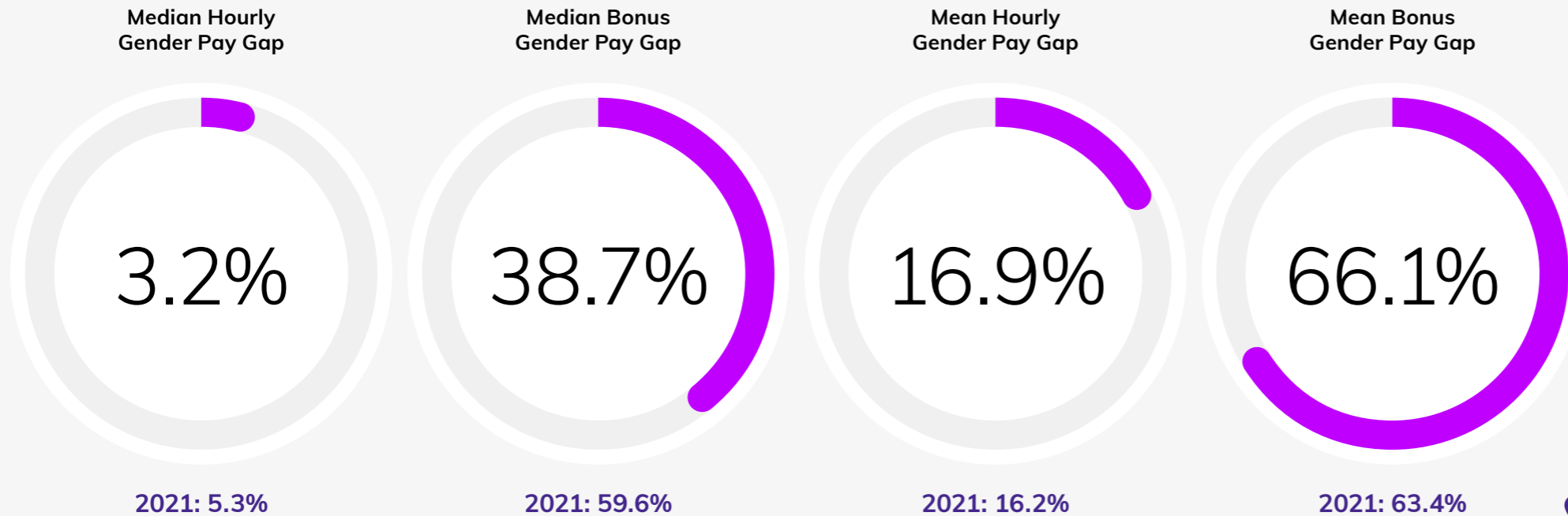
Imagine all our female colleagues standing in a line in order of hourly rate of pay, and imagine all male colleagues do the same. The median gender pay gap is the difference in pay between the female in the middle of their line, and the male in the middle of their line.

The “mean” is often called the “average” in everyday language. To calculate the mean gender pay gap, firstly we add up all the hourly pay rates for our female colleagues and divide by the number of female colleagues to find their mean hourly rate of pay. We then do the same for male colleagues and the mean gender pay gap is the percentage difference between the two figures.

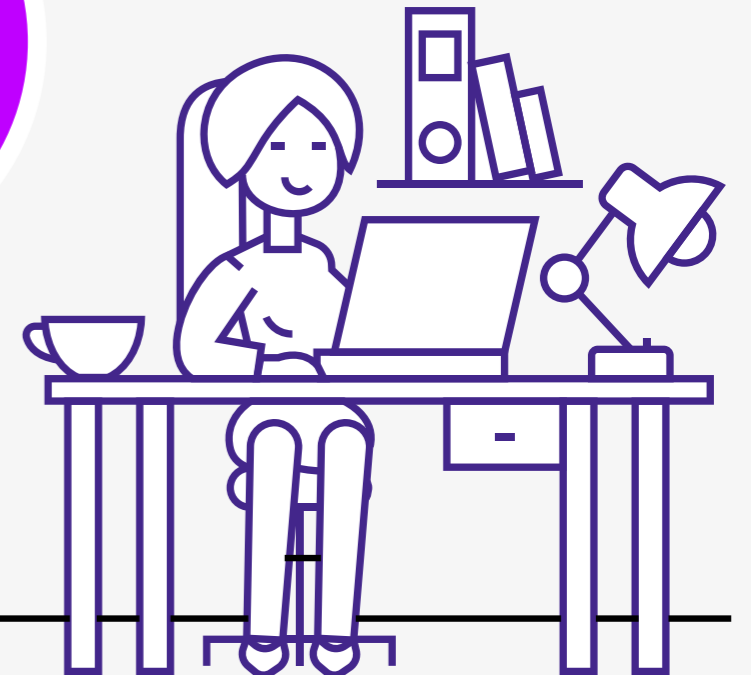


The figures

The 2022 Gender Pay Gap figures for Entain in the UK* are:



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

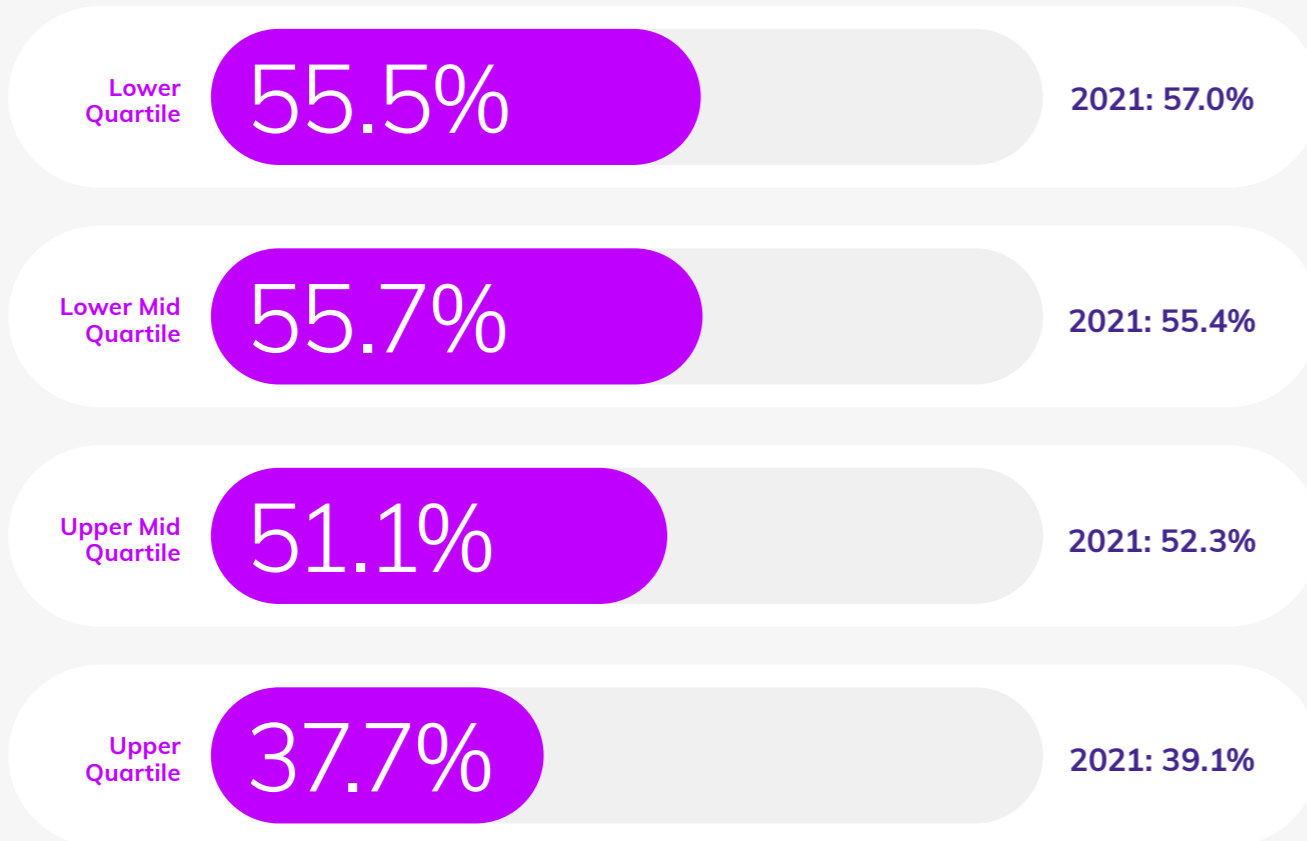


* Figures cover all Entain employing entities in the UK.

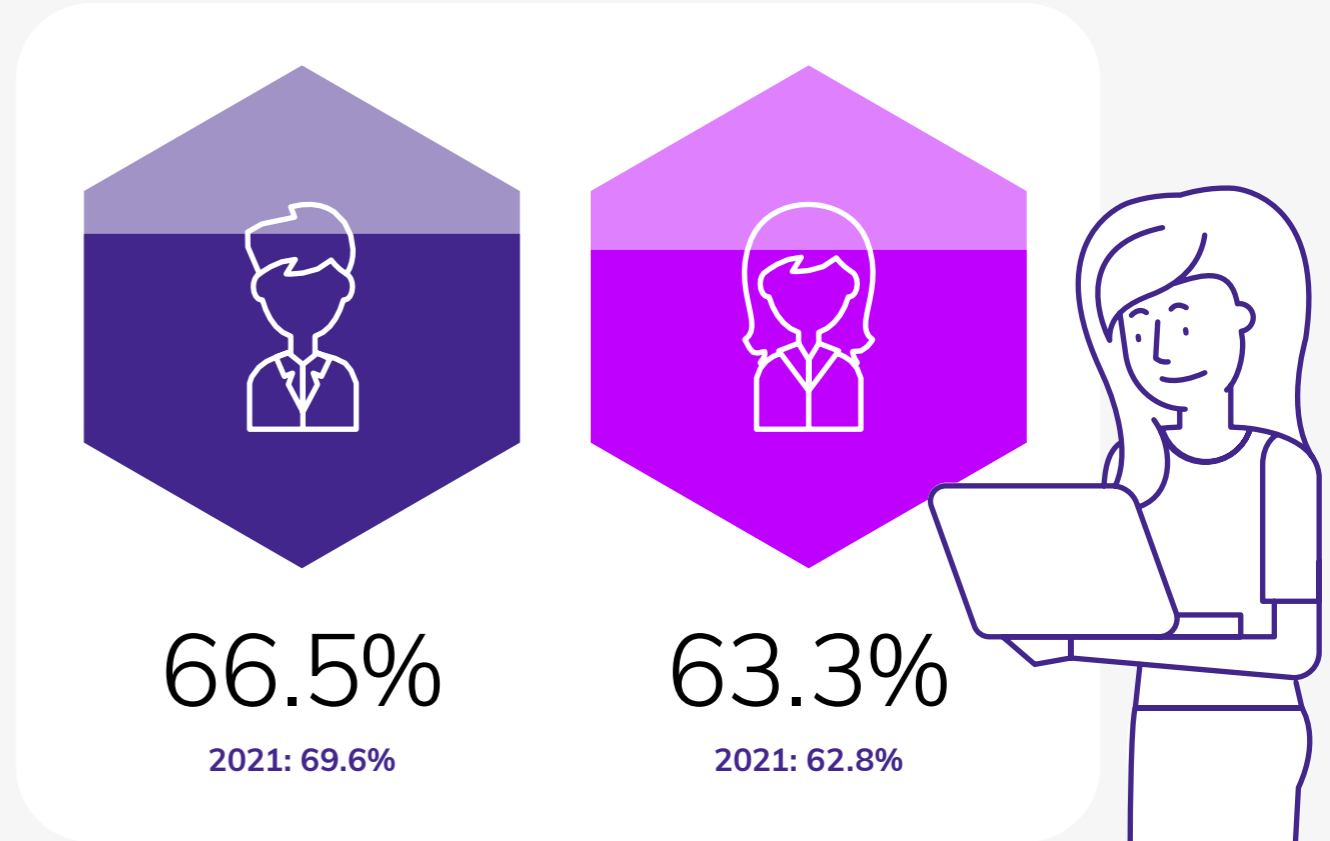
The figures

The 2022 Gender Pay Gap figures for Entain in the UK* are:

Proportion of female employees in each quartile



Proportion of employees receiving a bonus



* Figures cover all Entain employing entities in the UK.

Some of our actions to help close the gap

We recognise that our biggest opportunity to reduce the gap is to focus on appointing, promoting and retaining women in the most senior and highest paid (upper quartile) roles where we have an imbalance of men and women, and to focus on our technology and product organisations where we also under-represent women. Here are some of the things we're doing:



Executive sponsorship programme

We have launched the first phase of a new sponsorship scheme where each Entain Executive Committee member sponsors a high performing, high potential woman from a different part of the organisation to their own. This six-month programme will extend beyond Executive Committee level later in the year.

Global Gaming Women

We are proud to partner with Global Gaming Women, whose mission is to support, inspire and influence the development of women in our industry. A member of our senior leadership represents Entain on the GGW Board, and they are a key strategic partner in providing learning and support for women at Entain. This includes delivering global workshops for our future female leaders, and bringing external thinking and ideas to our women to help them shape and grow their careers.

Women@Entain

On International Women's Day 2022 we launched our first Employee Network, Women@Entain. We have over 1,000 members across the globe, and encourage all our people to get involved, connect, share and support. We have both members and allies who take an active part in the network and it is a growing, safe space for all women offering inspiration, guidance and community no matter where they work or what they do.

McLaren Returnship Partnership

We believe companies like ours have an opportunity to reshape the world of work when it comes to female representation. We've partnered with McLaren Racing to launch a brand-new Returnship programme. This provides a unique opportunity for skilled, senior women to return to roles in engineering and technology, to work on key projects in both organisations and to participate in bespoke coaching and networking programmes.

Some of our actions to help close the gap

Menopause policy

On International Women's Day 2023 we launched our first global Menopause Policy, which was created in partnership with women across Entain. Women over 50 are the fastest growing part of the workforce in the UK. This policy helps demonstrate that we are a progressive place for women, we understand the issues that impact women and that we want all our women to thrive at Entain, and know that they belong.

Internal and external appointments

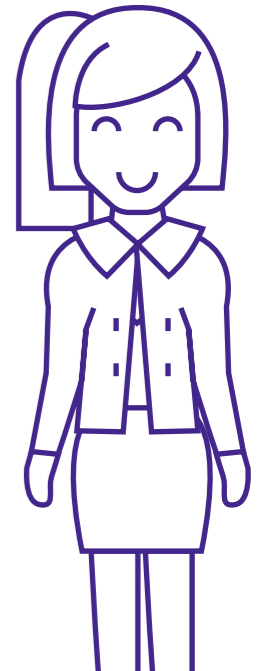
Every appointment we make impacts our gender pay gap. Gender equality is a key focus for our internal recruitment teams and we work with agencies to ensure diversity in candidate pools for our roles. We consider gender pay parity in all appointments, and as part of our annual salary review process.

Unconscious Bias Learning for all

We are educating our people in creating an inclusive culture and one of the ways we're doing this is via our online Global Inclusion Learning programme, which has a focus on Unconscious Bias. We have successfully trained 97% of our Retail colleagues on this programme and 58% of our office colleagues have also taken part so far. We also trained a team of facilitators to host regular live sessions across the world from the UK to Brisbane.

Using our data to do what's right

We use our people data to measure progress, spot trends in female career progression and help us to course correct where necessary. In addition to recording gender for all our people, we invite everyone to declare how they identify in terms of gender, sexuality, ethnicity, disability and neurodiversity in our annual anonymous survey. We work closely with our leadership team to understand the data and use it to enhance the employee experience for all, as well as looking at different demographics of teams across Entain.

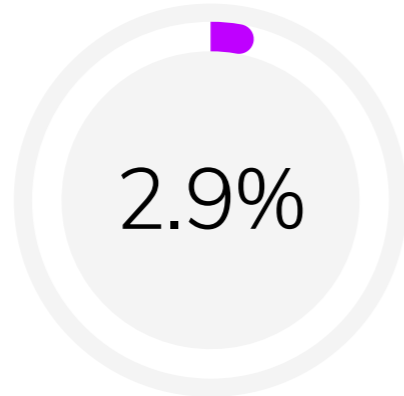


Official reporting for Ladbrokes Betting & Gaming Ltd*



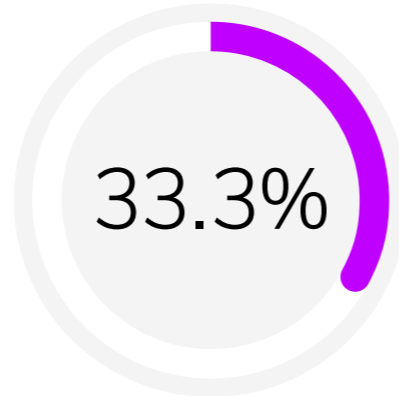
* Entity employing over 250 people.

Median Hourly Gender Pay Gap



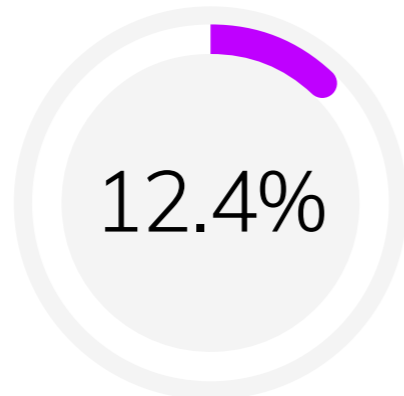
2021: 4.5%

Median Bonus Gender Pay Gap



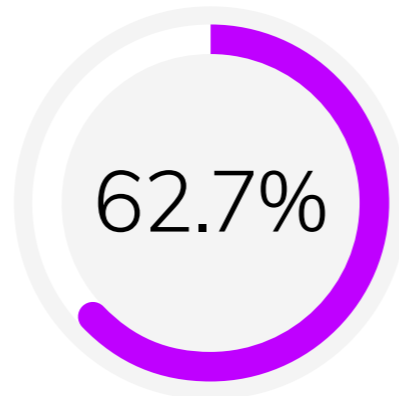
2021: 48.2%

Mean Hourly Gender Pay Gap



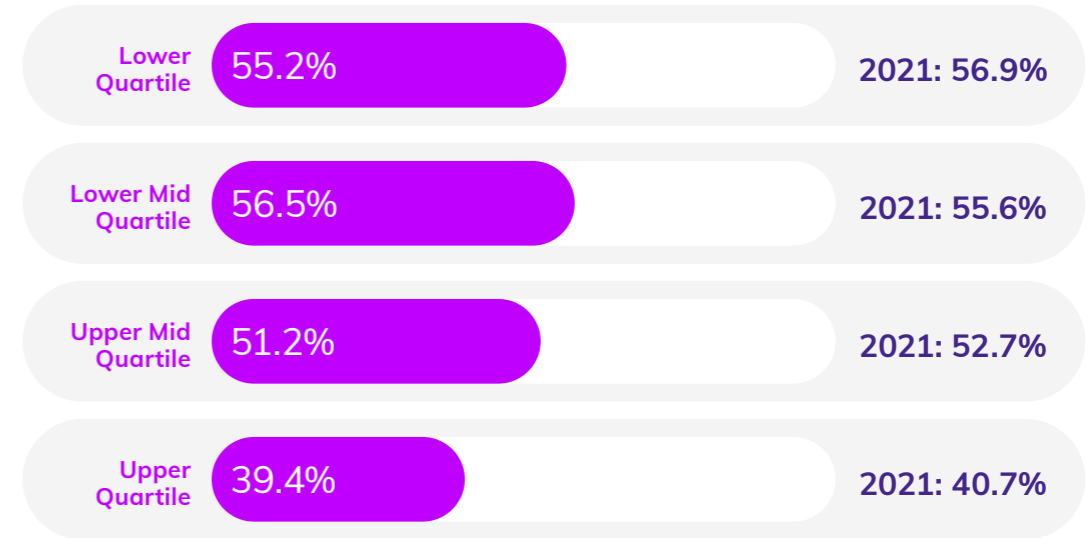
2021: 13.1%

Mean Bonus Gender Pay Gap

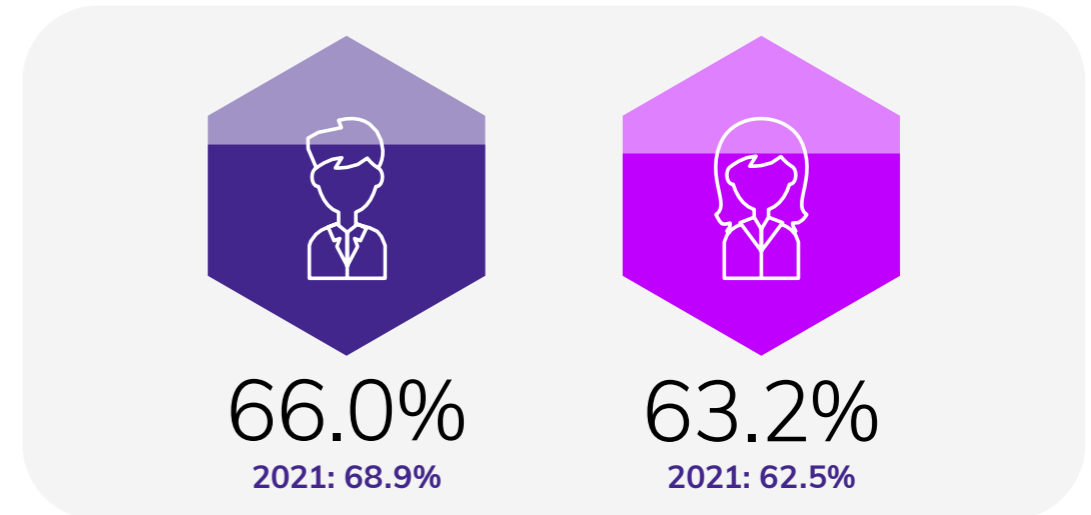


2021: 61.3%

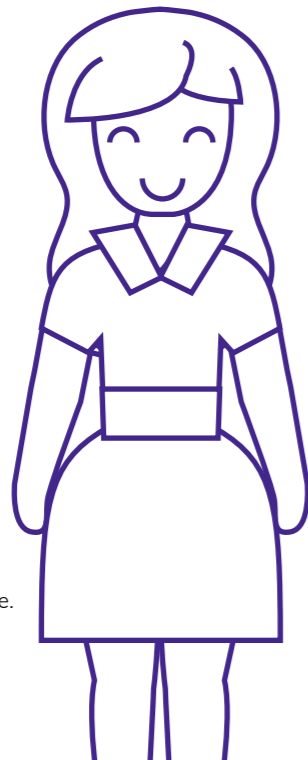
Proportion of female employees in each quartile



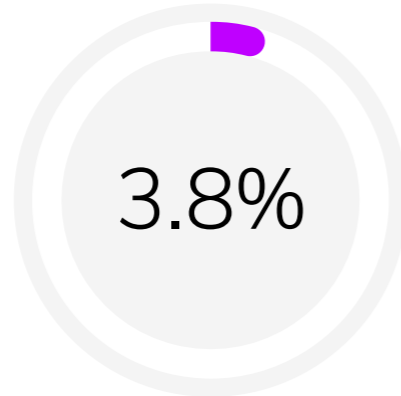
Proportion of employees receiving a bonus



Official reporting for Entain Marketing (UK) Ltd*

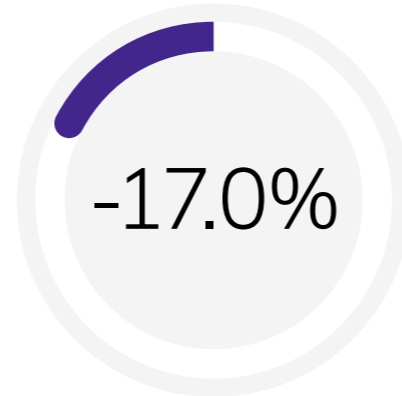


Median Hourly Gender Pay Gap



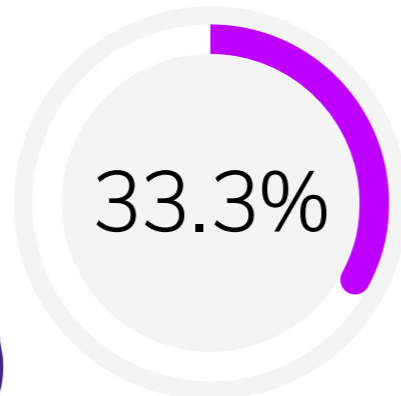
2021: 1.1%

Median Bonus Gender Pay Gap



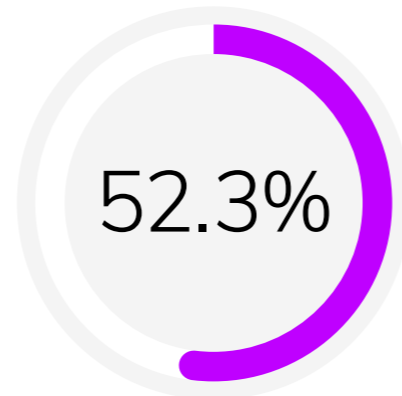
2021: 33.1%

Mean Hourly Gender Pay Gap



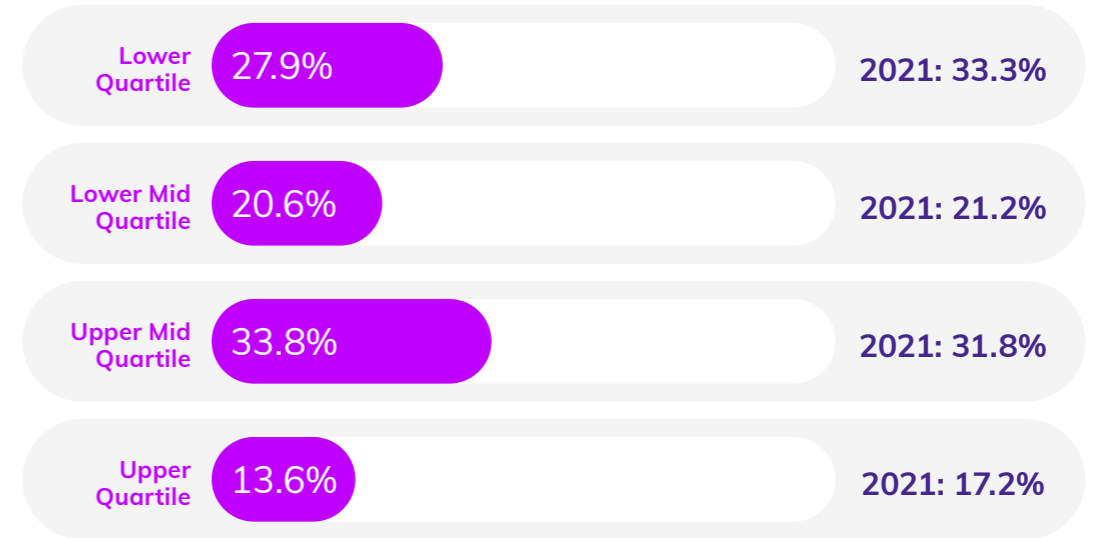
2021: 9.8%

Mean Bonus Gender Pay Gap

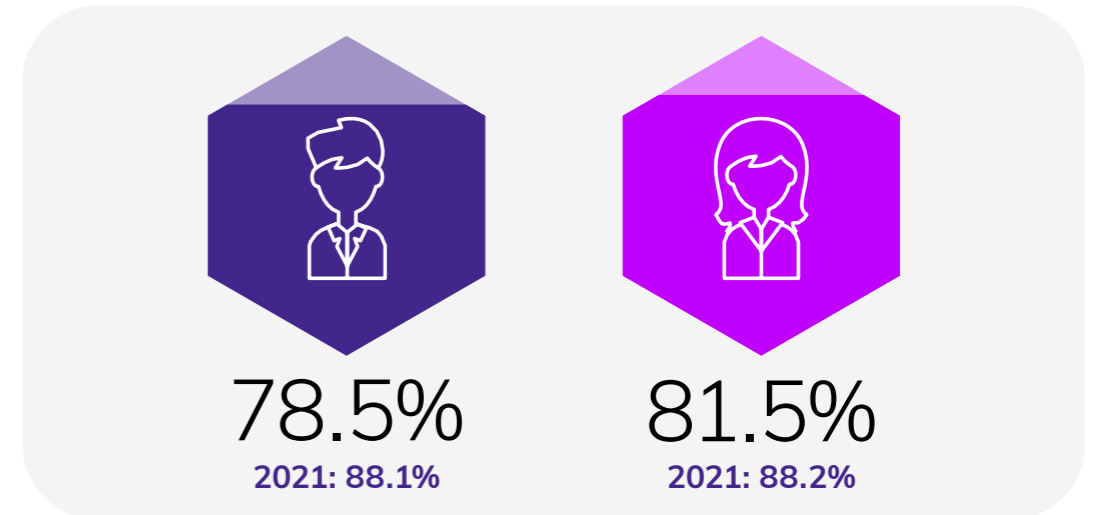


2021: 29.6%

Proportion of female employees in each quartile



Proportion of employees receiving a bonus



* Entity employing over 250 people.

Entain plc

Incorporated in the
Isle of Man under
number 4685V