

**LiveScore™**

**Gender pay gap  
April 2023**

**Matthew Garratt – Chief People Officer**

# Executive Summary

The gender pay gap is an equality measure that shows the difference in average earnings between men and women in the UK.

It does not show differences in pay for comparable jobs; unequal pay for men and women has been illegal for around 50 years.

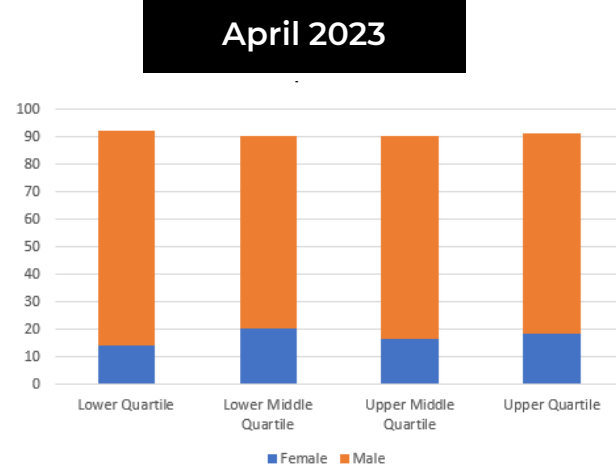
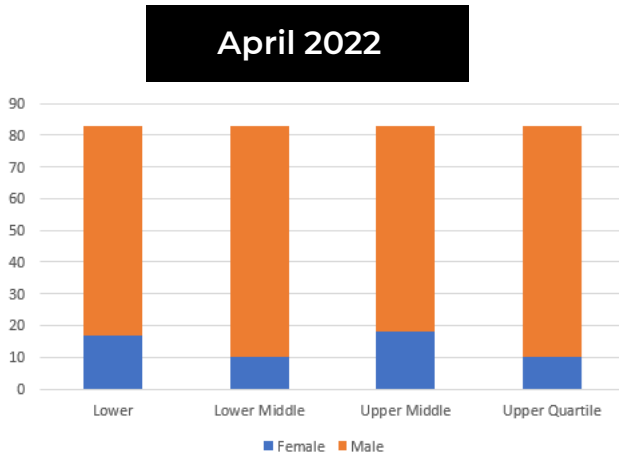
We are required to calculate our gap as at our snapshot date (5th April) each year and report by the following April.

**For 2023 our median gender pay gap is 1.21% and our mean gender gap is -3.73%.**

Our gender pay gap is smaller than the majority of our industry competitors and the average 2022 gap in the UK across all industries was 8.3%.

We have progressed on gender balance and this continues to be a focus.

# Gender by pay quartile



- We recognise that there is an industry wide shortfall in gender balance, this is reflected in the total number of our female employees at each snapshot date.
- We have grown from 20 to 24.5% females in the UK from April 2022 – March 2024.
- Globally, across all our offices the growth is 23 to 28.5%.
- Our focus remains on attracting a diverse range of candidates. Recently, we have frequently onboarded an even ratio of men to women each month.

# Our gender pay gap

	2023	2022
<b>Mean Gender Pay Gap for hourly pay</b>	<b>-3.73%</b>	<b>14.6%</b>
<b>Median Gender Pay Gap for hourly pay</b>	<b>1.21%</b>	<b>-3.91%</b>
<b>Mean Gender Pay Gap for bonus pay</b>	<b>-11.31%</b>	<b>24.9%</b>
<b>Median Gender Pay Gap for bonus pay</b>	<b>-13.41%</b>	<b>-7.1%</b>
<b>% of women who received a bonus</b>	<b>88.2%</b>	<b>56.4%</b>
<b>% of men who received a bonus</b>	<b>89.6%</b>	<b>58.8%</b>

Note: all employees are included in our bonus scheme, differences relate to whether they would have been eligible to be paid a bonus in the reporting period.

# Progress since our last Gender Pay Gap Report

## **Gender Diversity**

In the Gender Pay Gap reporting period 18% of our UK hires were women. Globally, 28% of our hires were women.

Recently, this has increased and we frequently onboard an even ratio of men and women each month.

Globally, 29% of our leavers were women, this is aligned to our employee demographics.

All voluntary leavers are invited to an exit interview discussion.

## **Salary**

Where possible all job adverts have included the potential salary.

We invest in external benchmarking to help ensure our pay remains competitive.

## **Gender Inclusivity**

- Last year we significantly enhanced our Family Leave offering and this year we have had an increased take up of coaching around Family Leave.
- Our Women in Sport & Gaming (WiSG) Employee Resource Group has grown from strength to strength, advocating on a number of women-focussed initiatives.
- We also introduced Fertility leave and Period Leave in partnership with WiSG.
- We introduced training on managing Sexual Harassment at work. With further training sessions on Inclusive Management having taken place.
- Our CSR strategy was launched and this included a charity investment to WiSG, which has partnered with 5 charities.
- Our new LiveScore Families ERG has launched.

# Our plans for 2024

## **Gender Diversity**

Increasing gender diversity continues to be a focus for us.

## **Salary**

A Compensation Committee has been formed. We will continue to invest in external benchmarking to support pay decisions.

## **Inclusivity**

By continuing to evolve our culture we hope to attract and retain an even more diverse range of talent. The relaunch of our Vision, Mission and Values will be key to this.

We will continue to invest in empowering all of our Employee Resource Groups.

Our Corporate Social Responsibility strategy reinforces our support for diversity and empowers our ERGs to drive this.

## **Internal progression**

We currently review and report on external hires by gender each month and will expand this to take into account internal progression by gender.

Our new Performance Development Review process is live and will enable all people managers to have development conversations with their teams.



**THANK YOU**