

GENDER PAY GAP REPORT

2023



Introduction

This report contains PGA European Tour's 2023 gender pay gap information*, as required under The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

PGA European Tour is committed to our guiding principles of being innovative, inclusive and global. These principles are equally important in our workforce and culture.

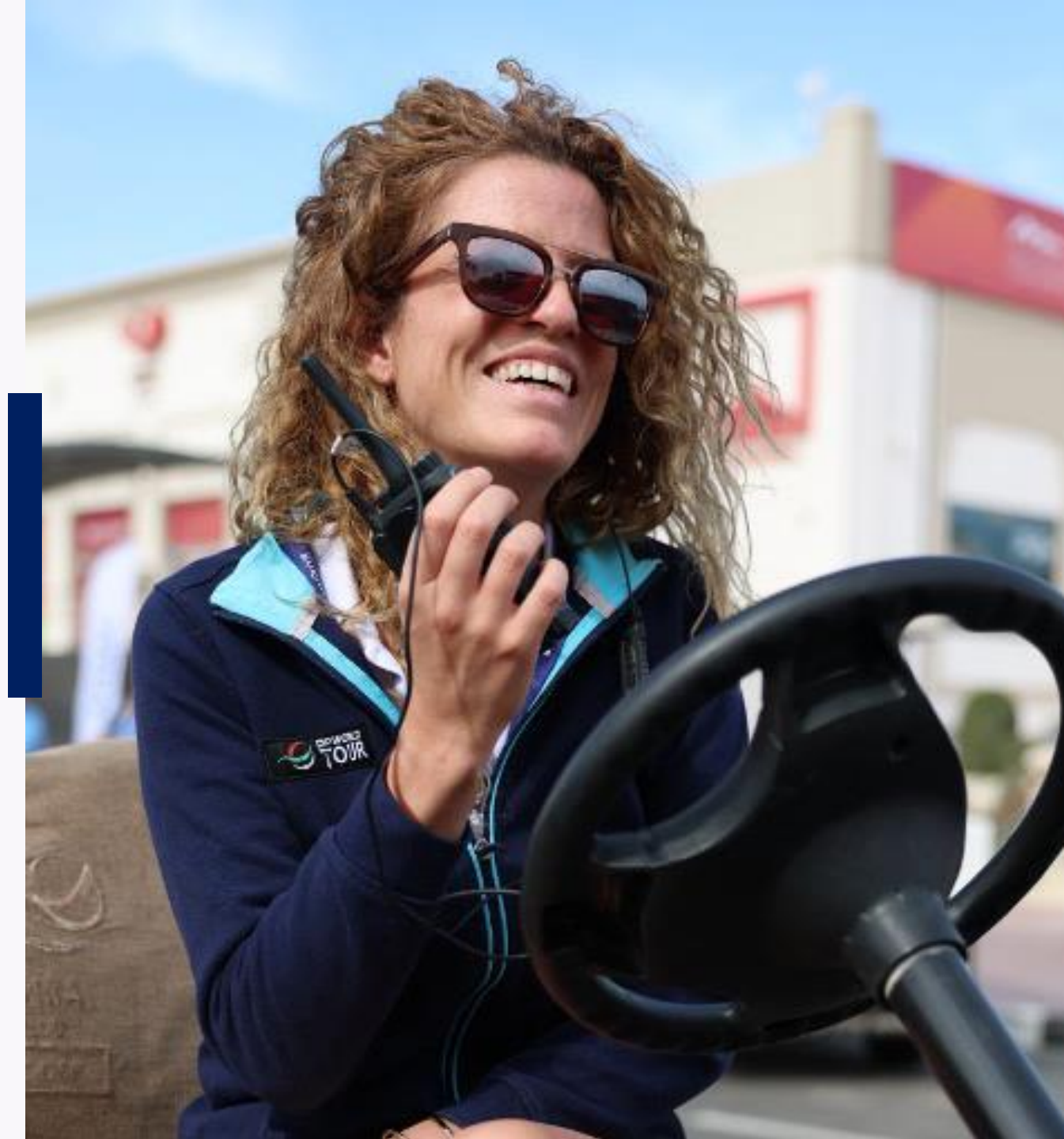
We are committed to a diverse and inclusive workforce where everyone is valued equally, and all employees feel respected. We have processes in place to ensure our approach to pay and reward is fair and that our people are treated consistently and rationally between peers.

By April 2023, the company increased in size to 280 UK employees. Organisations with over 250 employees are required by law to publish statistics on their gender pay gap.

The gender pay gap is not the same as equal pay, which looks at the individual level and is about ensuring that men and women are paid the same for carrying out the same work, or work of equal value.

These Gender Pay Gap results are calculated based on full pay relevant employees at 5th of April 2023, irrespective of the job they do.

** All numbers based on snapshot date of 05 April 2023*



GENDER PAY GAP

EXPLAINED



2023



Understanding the Numbers

Pay Gap vs Equal Pay

The gender pay gap looks at the difference between the average pay of all men and all women across the whole business, regardless of job type or how senior they might be.

Gender pay gap is often confused with equal pay, but they are not the same thing. Equal pay looks at the pay difference between a man and woman doing the same role.

Calculating our numbers

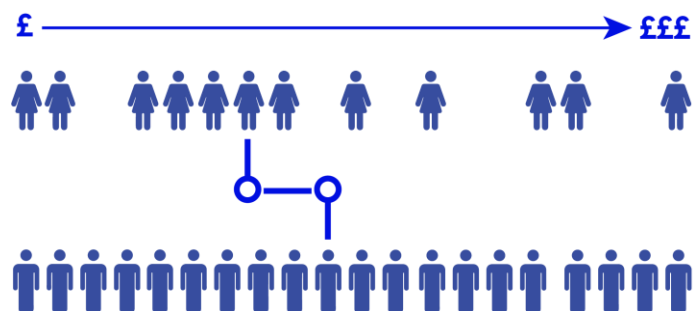
When calculating our gender pay gap, we're legally required to do more than just add up the basic salaries and provide two different measures. The legislation requires average pay to be calculated in two different ways, using the median and also the mean.

The calculations include basic pay, performance related pay and allowances. We also provide the median and mean measures for the bonus gap, as well as showing the percentage of men and women who received a bonus.

Median and Mean

Median pay gap

For the median pay gap, if we lined up all our men and women in two rows, from the lowest to the highest paid, the median shows the difference in pay between the middle-man and middle-woman.



Mean pay gap

The mean shows the difference between the average pay of all men/all women.



GENDER PAY GAP RESULTS



2023



OUR RESULTS IN 2023

According to the Office for National Statistics (ONS), the UK gender pay gap for all employees was 14.3% in 2023. These are the gender pay gap figures for the PGA European Tour’s UK employees* which have been calculated in line with the reporting regulations.



Gender pay gap, hourly rate (%)

<u>Median</u>	20.4
<u>Mean</u>	31.7



Gender bonus gap (%)

<u>Median</u>	27.9
<u>Mean</u>	56.0

Bonus proportions (%)



Women eligible for bonus pay
100

Men eligible for bonus pay
100



* All numbers based on snapshot date of 05 April 2023



OUR RESULTS IN 2023

Quartile pay bands (%)				
	Upper	Upper middle	Lower middle	Lower
Women	19%	46%	37%	49%
Men	81%	54%	63%	51%

In the UK*, 37.5% of our employees are women and 62.5% are men. Our UK combined gender pay gap for everyone who works in the UK is 20.4%. The reasons for our gender pay gap are:

- We have more men than women in senior roles and therefore in our higher paying quartiles
- More women take extended family leave which also has an impact on our numbers

** All numbers based on snapshot date of 05 April 2023*

GENDER PAY GAP

COMMITMENT



2023

HOW WE ARE ADDRESSING THE GAP

We know we have work to do; we have already taken many positive steps to close our gender pay gap.

We will continue to:

- Promote flexible and hybrid working for employees
- Evolve how we attract, recruit and promote people
- Develop our family friendly policies
- Support progression and development plans for everyone
- Identify and address any barriers to career progression for women
- Provide unconscious bias and conscious inclusion training
- Partner with the R&A as a signatory of The Women in Golf Charter
- Build on our mentor programme
- Empower our Employee Resource Groups to enhance our culture

And we're not going to stop there. The success of our organisation depends on diversity, equity and inclusion being embedded into everything we do.



OUR DIVERSITY, EQUITY & INCLUSION COMMITMENT



“Creating a truly diverse and inclusive working culture is a key strategic priority for our organisation. Diversity of thought is incredibly important at all levels within our organisation. In 2021 we launched our ‘oneTOUR Programme’ which put in several initiatives which aim to support this commitment. As part of our inclusion strategy, we have created a series of Employee Resource Groups, spanning a range of demographics, that foster networking and mentorship amongst our teams and are empowered to drive change.

FRAN MERRYLEES, CHIEF PEOPLE OFFICER, PGA EUROPEAN TOUR



“Diversity, Equity and Inclusion are an integral part of the core pillars that underpin our business. Externally, we have made progress in this area, from creating mixed gender tournaments for the first time such as the Volvo Car Scandinavian Mixed and creating our own tour for golfers with a disability - the G4D Tour - that is open to male and female golfers. Internally, we need to continue building a company culture whereby people can thrive and progress regardless of their gender or background.

GUY KINNINGS, CHIEF EXECUTIVE OFFICER, PGA EUROPEAN TOUR





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