

GENDER PAY GAP  
**REPORT**

2025



# Introduction

This report contains PGA European Tour's 2025 gender pay gap information\*, as required under The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

We are committed to fostering 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 equitable and that our people are treated consistently and fairly.

Diversity of thought is crucial to our success. As golf's global Tour, we are committed to bringing the game of golf to diverse communities around the world. To do this effectively, we need to build a diverse workforce that can truly understand our broad fanbase.

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 5<sup>th</sup> of April 2025, irrespective of the job they do.

\* All numbers based on snapshot date of 05 April 2025



GENDER PAY GAP

# EXPLAINED



2025



## Understanding the Numbers

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### 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

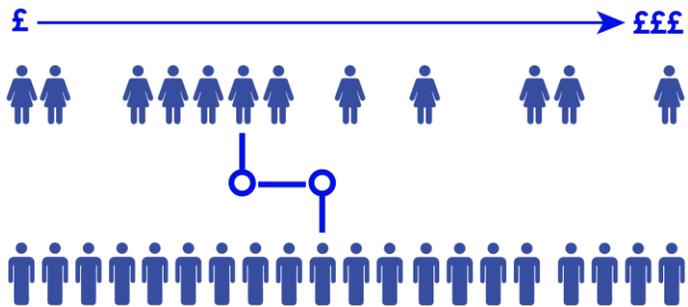
When calculating our gender pay gap, we're legally required to do more than just add up the basic salaries and provide two different measures. The legislation requires average pay to be calculated in two different ways, using the median and also the mean.

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**



2025



## OUR RESULTS IN 2025

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According to the Office for National Statistics (ONS), the UK gender pay gap for all employees was 12.8% in 2025. 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 (%)

Median    **20.5**

Mean        **22.7**



### Gender bonus gap (%)

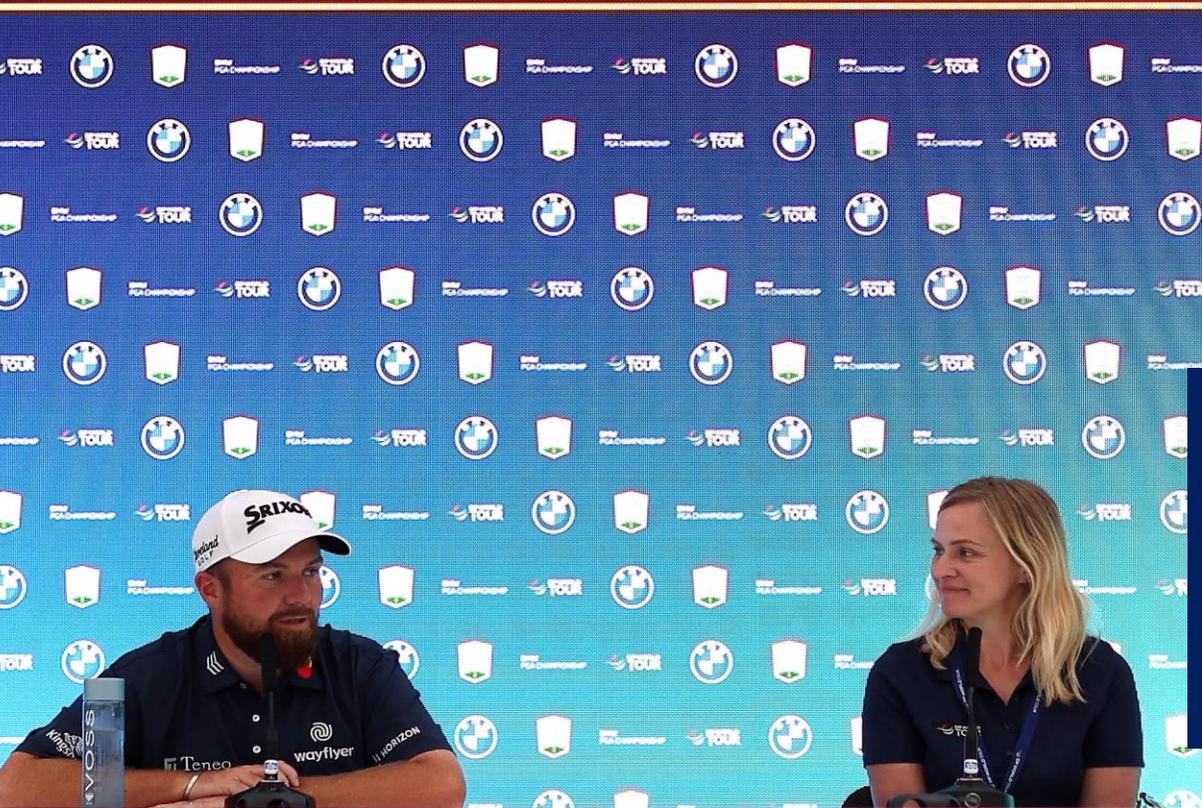
Median    **28.4**

Mean        **51.9**

\* All numbers based on snapshot date of 05 April 2025



# BMW PGA CHAMPIONSHIP



# BMW PGA CHAMPIONSHIP



## DP WORLD TOUR

## OUR RESULTS IN 2025

### Bonus proportions (%)



Women eligible for bonus pay

100

Men eligible for bonus pay

100



### Quartile pay bands (%)

	Upper	Upper middle	Lower middle	Lower
Women	23%	38%	34%	51%
Men	77%	62%	66%	49%

In the UK\*, 36% of our employees are women and 64% are men. Our UK combined gender pay gap for everyone who works in the UK is 20.5%.

\* All numbers based on snapshot date of 05 April 2025

GENDER PAY GAP

# COMMITMENT



2025

# HOW WE ARE ADDRESSING THE GAP

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**Supporting our people remains a priority, and we're committed to making further progress in closing our gender pay gap.**

Our actions to drive meaningful progress:

- Expanding family-friendly policies and support; raising awareness of available resources, flexible working options and the introduction of return-to-work coaching after Family Leave.
- A focus on capability and leadership development for all in the business.
- Embedding the Inclusive Manager Programme to strengthen equitable, bias-aware decision-making.
- Growing our mentoring programme with greater participation, cross-business matching and insight-led improvements.
- Continuing to invest in visible role-modelling, sponsorship and open dialogue on life-stage challenges that can otherwise impact retention and progression for women.
- Delivering an inspirational women speaker series to support development and capability.
- Delivering focused based sessions on how women experience work, addressing confidence, visibility and gendered workplace patterns.
- Delivering an active Menopause discussion group.
- Sustaining our commitment to The R&A Women in Golf Charter and the Women in Golf Development and Foundation programmes.
- Investing with WiHTL (Women in Hospitality, Tourism and Leisure), becoming a corporate member to benefit from cross-industry collaboration and insights on equity, diversity and inclusion.



# OUR DIVERSITY, EQUITY & INCLUSION COMMITMENT

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“As golf’s global Tour, we want to encourage people from all walks of life and backgrounds to play, support or work in this great game. To help achieve this, we need to build a diverse work force that can truly understand golfers and fans from diverse global communities. This means that our future business success is directly linked to fostering a company culture where people can thrive and progress regardless of their gender or background.

**GUY KINNINGS, CHIEF EXECUTIVE OFFICER**



“Creating a truly diverse and inclusive working culture is a key strategic priority for our organisation. In 2021 we launched our ‘oneTOUR Programme’ which addressed all parts of our business to support this commitment. Our inclusion strategy, involves a number of initiatives and programmes spanning a range of demographics, to foster networking and mentorship amongst our teams. We constantly review our own internal processes and have partnered with external bodies to ensure we are constantly learning and adopting best practice to ensure all of our performance, recruitment and development activity provide the best climate for everyone to succeed.

**FRAN MERRYLEES, CHIEF PEOPLE OFFICER**





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