

Creating an inclusive organisation at Perform

We're committed to improving the representation of women in our organisation and the sports industry in general. We operate within a traditionally male-dominated industry, but one which we feel is evolving to become more inclusive. We're committed to ensuring that our organisation plays its part to help create a more inclusive industry.

- Within the business, we are robust in ensuring that all of our people management policies and practices are designed and implemented on a gender-neutral basis. Through the 'Perform Career Deal' and associated Talent Management Policies, we strive to enable all individuals to have the opportunity to grow their career within Perform, regardless of their gender.
- We continue to support our talented female employees through nominations for relevant awards, opportunities to represent Perform at high-profile external conferences, slots on speaker panels, and by looking to develop and support mentoring, progression and network-building opportunities both within Perform and across the wider industry.
- Our Corporate and Social Responsibility strategy is centred around improving the lives and representation of girls and young women. In 2015 we undertook a substantial 3-year partnership initiative with Plan International, challenging gender norms and improving the lives of marginalised girls and young women in India. Following the success of this project, we have embarked on a new three-year project in Brazil, where we anticipate the same level of success. You can find out more about our CSR efforts [here](#).

However, like most global organisations we recognise that we are on a journey. We have a responsibility to encourage greater female involvement in both the wider sports industry and more specifically within our company, and to balance gender representation in everything we do.

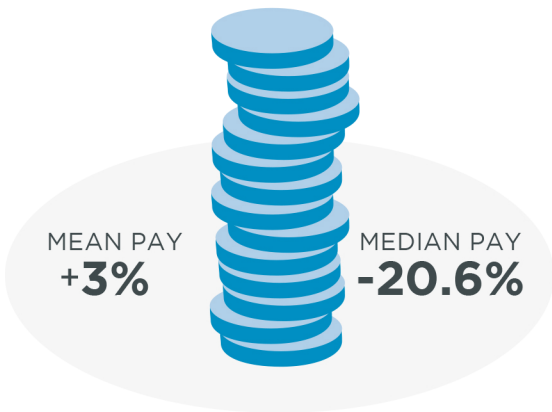
Only 15% of our current global workforce is female, and as part of our plans to address this we will be conducting a global 'Inclusivity Review' over the coming months to further diagnose what the underlying factors are. In turn, this will help us to identify ways to improve our gender balance and gender representation, and to continue our journey to becoming an employer of choice where talented women can build a long and fulfilling career.



Gender Representation at Perform in the UK

As part of the UK Equality Act 2010 the information contained below forms the disclosure of our UK Gender pay gap reporting requirements.

HOURLY PAY GAP



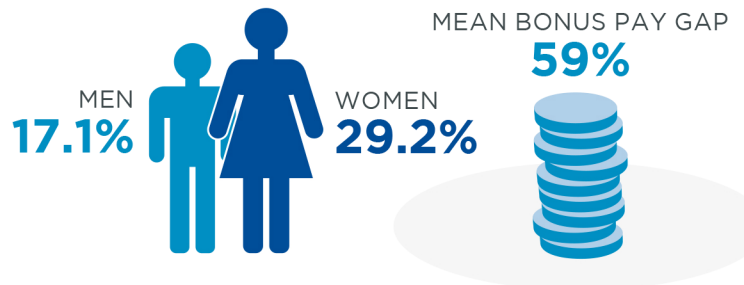
Our median hourly pay gap of -20.6% is starkly opposed to the national average of +9.1% according to the Office of National Statistics. This pronounced median gap favours our female employees, and is in contrast to the averages of other companies.

The mean figure of +3% also compares favourably against the industry average. The differential between the mean and median figures is driven by the pay of a number of senior male employees.

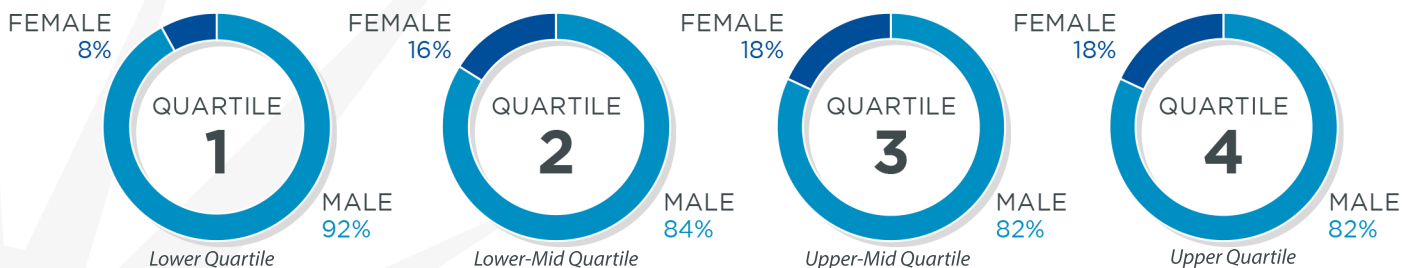
When we look at who is entitled to a bonus at Perform, we see 17.1% of men on a bonus scheme compared to 29.2% of women on a bonus scheme – a strong over-indexing of women.

However, when we look at the mean pay gap for bonus schemes, we see a 59% gap. This is heavily influenced by the spread of pay over the male population.

BONUS GAP



PAY QUANTILES



Our pay quartile data is heavily influenced by our organisation’s gender split of 17:3 men: women, leading to a natural heavy weighting for men in each quartile.

Our gender pay gap illustrates the difference in the average hourly pay of men and women based in the UK who are employed by Perform. This gap is influenced by a number of factors, including the gender split across different roles and career levels/grades at Perform. Gender pay gaps are not the same as equal pay gaps, which are an illegal difference in pay between male and female employees who carry out similar roles but are remunerated unequally (excepting certain material factors, e.g. experience, location, performance).

We confirm that the figures in our disclosure are accurate and have been calculated in accordance with gender pay gap reporting requirements as outlined in the legislation and accompanying guidance.

Ashley Milton
Ashley Milton
Chief Financial Officer

Paul Chesworth
Paul Chesworth
Chief People Officer