



Godolphin Gender Pay Report – 2022

INTRODUCTION

Godolphin in the UK is required to report on certain elements of its gross pay and bonuses in line with the Equality Act (Gender Pay Gap Information) Regulations 2017.

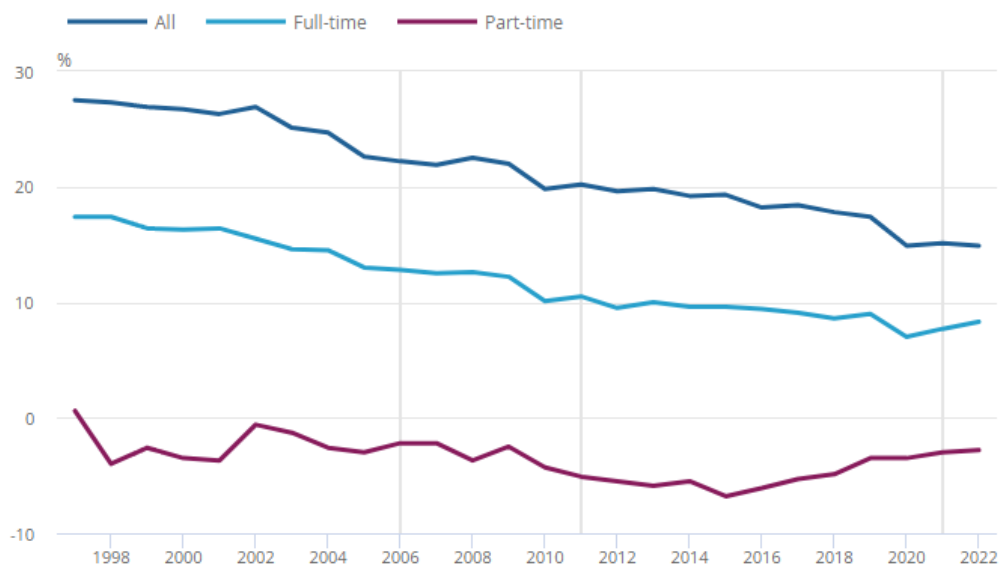
Context – The Gender Pay Gap in the UK

The gender pay gap is calculated as the difference between average hourly earnings (excluding overtime) of men and women as a proportion of men's average hourly earnings. It is a measure across all jobs in the UK, not of the difference in pay between men and women for doing the same job.

Among full time employees the gender pay gap in April 2022 was 8.3% in the UK.

The gender pay gap has been declining slowly over time, falling approximately a quarter over the last decade.

Gender pay gap for median gross hourly earnings (excluding overtime), UK, April 1997 to 2022:



Source: Office for National Statistics – Annual Survey of Hours and Earnings (ASHE)

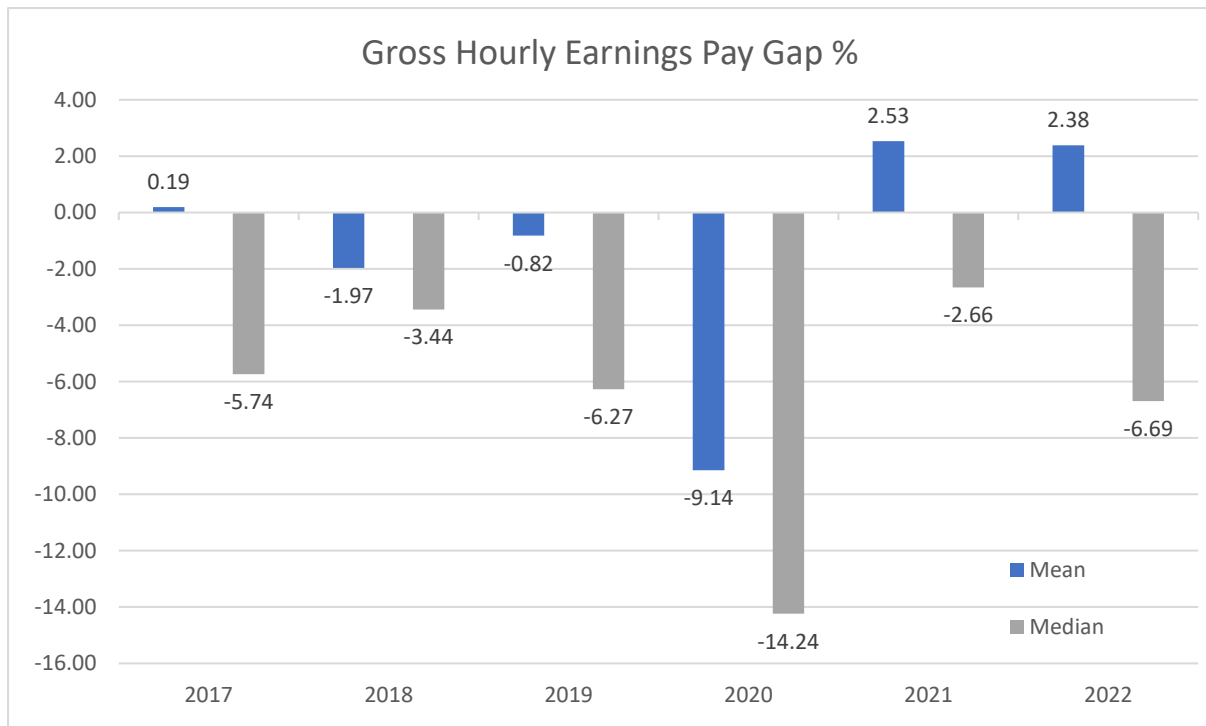


GODOLPHIN'S STATISTICS

Below are the statistics for Godolphin in the UK. Data is based on the snapshot date of 5th April 2022 for pay, and the preceding 12 months for bonuses. Figures for the same dates in 2017 to 2021 have been included for comparison. It is important to note that some key elements are required by the legislation NOT to be included in this data, such as overtime, the provision of company accommodation and company cars.

These figures have been checked and verified by a senior member of the Finance team and the required data published on the Government and Godolphin's websites in advance of the deadline of 4th April 2023.

Difference Between Gross Hourly Earnings Between Men and Women at Godolphin UK:



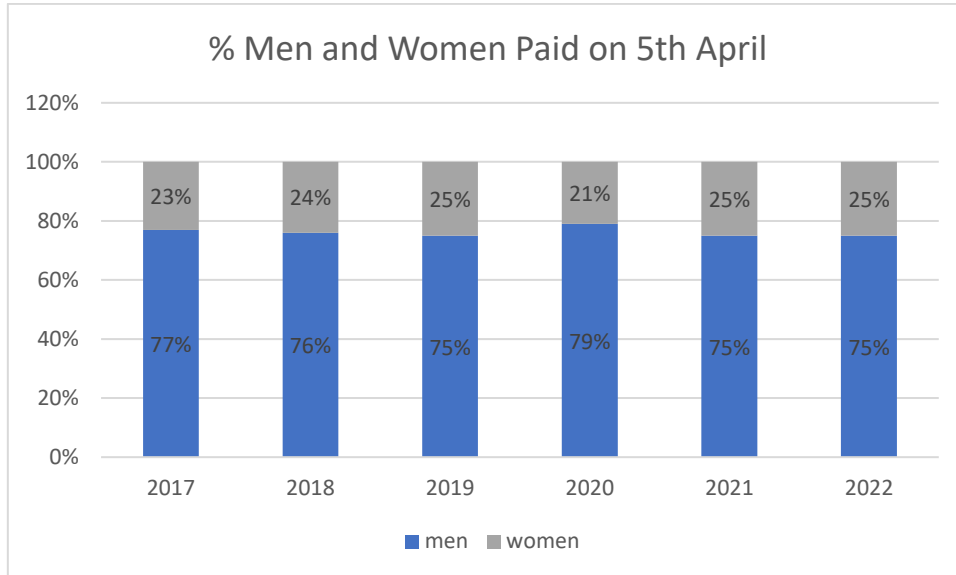
Mean – the average number when all numbers are added together and then divided

Median – the middle number when taking all numbers into account

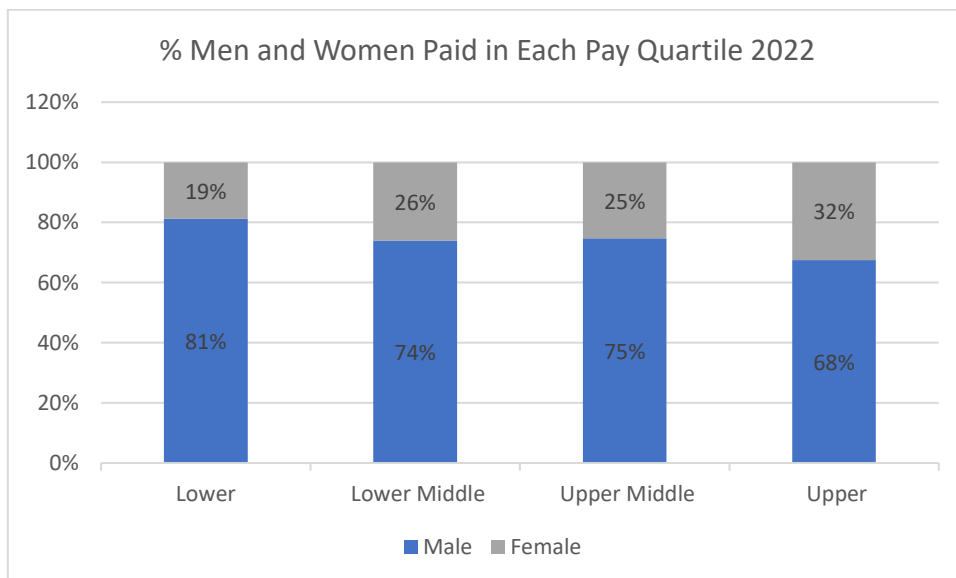
A negative value indicates a gap in favour of women, a positive value indicates a value in favour of men



Proportion of Men and Women Employed at Godolphin UK:



Proportion of Men and Women Occupying Pay Quartiles:

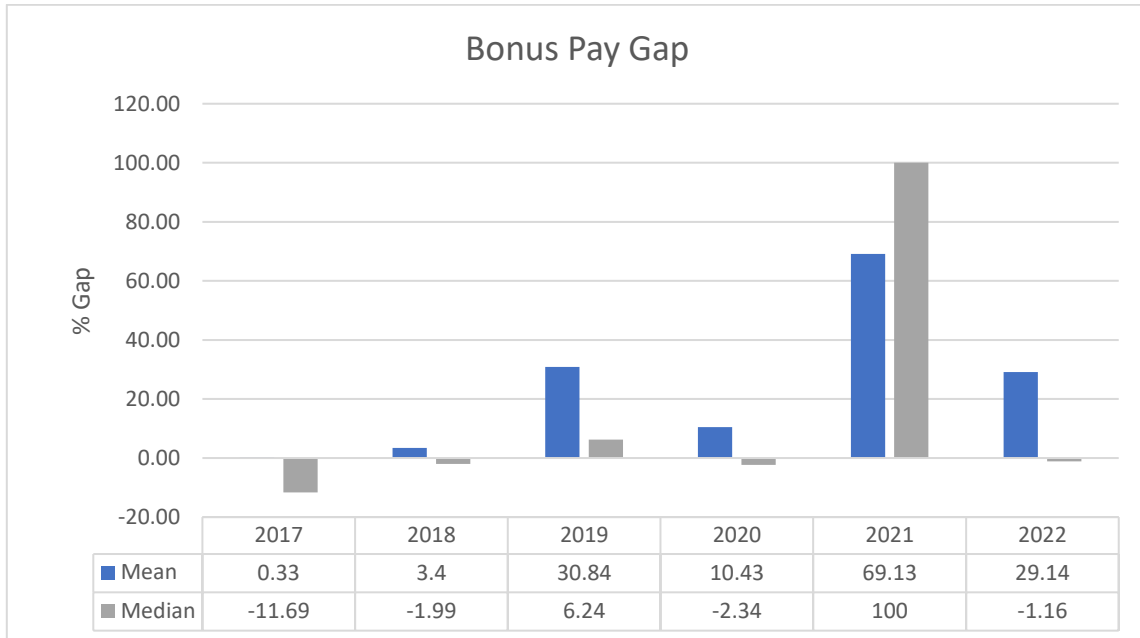


The above graph shows gender distribution by quartile, with each holding a quarter of eligible employees, based on salary, correct as at the end of April 2022.



Bonus Pay

The difference between bonus payments made to men and women at Godolphin UK:



A negative value indicates a gap in favour of women, a positive value indicates a value in favour of men

The proportion of men and women receiving a bonus at Godolphin UK:

	2017	2018	2019	2020	2021	2022
Men	95%	95%	97%	99%	65%	94%
Women	94%	89%	97%	99%	35%	87%