

## Gender Pay Gap Report 2018

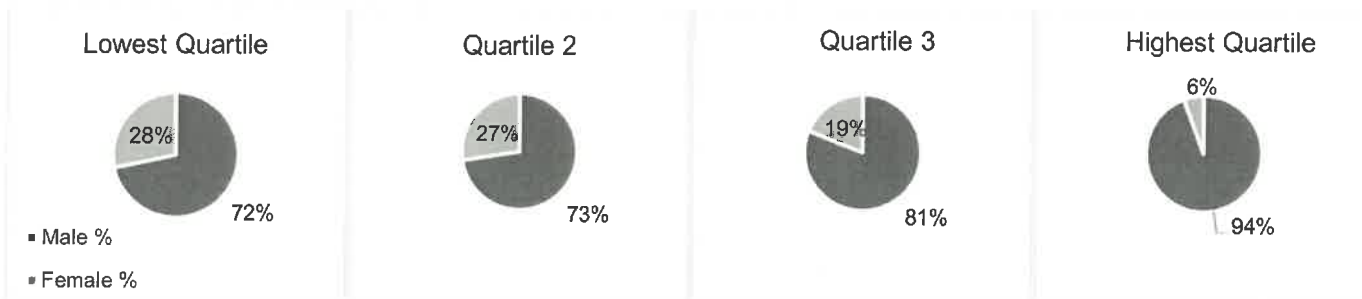
### Background

This report fulfils our statutory obligations under the Equality Act 2010. It presents a series of calculations which report on the difference of the average pay of male and female employees across our company. These calculations are performed as at our snapshot date of 5<sup>th</sup> April 2018.

### Fixed Pay and Bonus Gap

	Mean	Median
Hourly Fixed Pay	<b>87.6%</b>	<b>23.9%</b>
Bonus Paid	<b>92.2%</b>	<b>83.7%</b>

### Pay Quartiles



### Proportion of Colleagues Receiving Bonus





## Commentary

On behalf of Swansea City AFC Ltd we are disclosing our Gender Pay Gap Reports as of April 2018. We recognise that the results of our Gender Pay Gap calculations are significantly greater than the national UK average, however we feel it necessary to highlight the unique characteristics of our industry, specifically that a significant proportion of our company's total staff costs are focussed on a relatively small number of male employees, namely the members of our senior playing squad and management team.

Notwithstanding the above, our Directors are committed to running an organisation with equal opportunities and equal pay regardless of gender. We will continue to look for ways to hire, train and promote female employees across all areas of the organisation.

I confirm that the data published in this report is accurate

Chris Pearlman, COO

The Swansea City Association Football Club Ltd

**Swansea City AFC**  
Liberty Stadium  
Landore  
Swansea SA1 2FA

**CP-D Dinas Abertawe**  
Stadiwm Liberty  
Landore  
Abertawe SA1 2FA

**Telephone/Ffôn:** 01792 616600  
**Fax/Ffacs:** 01792 616606  
**Web/Gwe:** [swanseacity.com](http://swanseacity.com)  
**Email/E-bost:** [info@swanseacity.com](mailto:info@swanseacity.com)

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