

MARYLEBONE CRICKET CLUB (MCC)

GENDER PAY GAP REPORT 2024/2025



INTRODUCTION

MCC is committed to maintaining transparency around its gender pay gap, and to improving the gender diversity of its business.

UNDERSTANDING MCC'S GENDER PAY GAP

In 2024, MCC's staffing levels continued to grow with an overall increase in headcount by 36, which included 30 women and six men. Building on the trends from 2023, this means that the Club saw a further 3% increase in female representation within its workforce. Despite this progress, MCC still has a greater number of male employees than female, with the current gender distribution standing at 60% male and 40% female.

Whilst MCC's Gender Pay Gap has increased slightly compared to last year, the Club has a small gender pay gap, and continues to be below the national average.

PAY GAP

The tables below show MCC's mean (average) and median (middle) pay gap for hourly pay and bonus as at 5 April 2024 (**Snapshot Date**).

	MEAN AVERAGE	MEDIAN MIDDLE
Hourly Pay	10.68% (2023: 9.17%) ↑	6.29% (2023: 9.37%) ↓

Mean gender pay gap

In 2024, the mean gender pay gap at MCC experienced a modest rise, increasing from 9.17% to 10.68%. This can be explained by the nature of the engagement of the new joiners. Of the 30 females who joined MCC, 20 of them were engaged as casual workers, who are paid at a lower rate than MCC's permanent workforce. Conversely, of the six males who joined MCC, five of them were permanent employees whilst only one was engaged as a casual worker. As a result, even with a higher number of women entering the workforce, the average hourly wage for men exceeded that of women by £2.20.

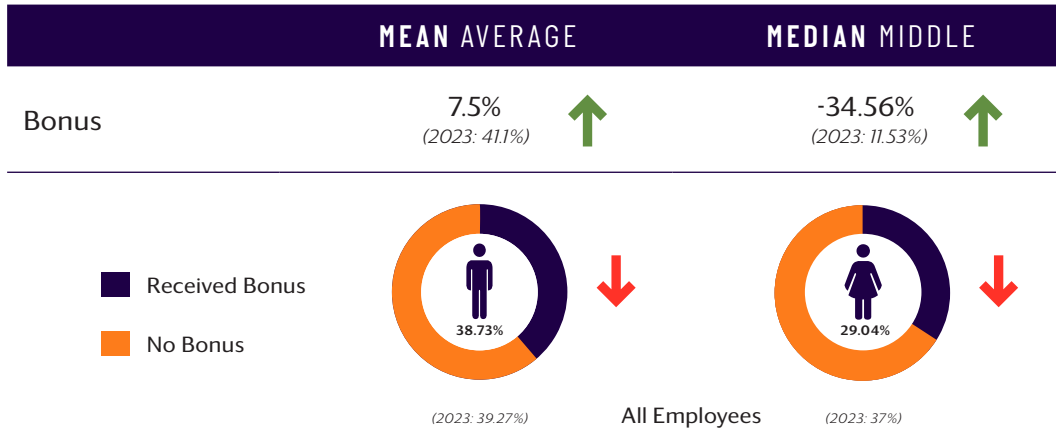
Given MCC's size as an organisation, it important to note that even minor structural changes can lead to significant shifts in its annual reporting outcomes.

Median gender pay gap

MCC's median pay gap decreased from 9.37% to 6.29%, remaining in favour of male employees. The Club attributes this decrease to the median to the increase in the number of females added to the overall headcount. Notably, if casual workers are excluded from the calculations, the median pay gap is reduced further to 2.77%.

BONUS GAP

Details for bonuses for employees relate to a 12-month period from 6 April 2023 to 5 April 2024 (inclusive) and are set out below.



Mean and median bonus gap

MCC's mean bonus gap decreased significantly in 2024, primarily due to the timing of the payment of certain senior executive bonuses, which included more women than in the previous year.

The median bonus gap also swung considerably in favour of women as there was a decrease in the number of female casual workers engaged at the Snapshot Date who qualified for the casual incentive bonus, which is designed to ensure consistent service delivery and operation, compared to the previous year. This change meant that the median bonus was paid to a more highly paid woman than previous years.

The proportion of male and female employees receiving a bonus largely reflects the figures from previous years, with a slight decrease in the percentage of female employees receiving a bonus in 2024 when compared with 2023.

The disparity in the number of females receiving bonuses compared to their male counterparts can be attributed to the proportion of women engaged as casual workers. These individuals, being new hires in 2024, did not yet qualify for the casual incentive bonus.

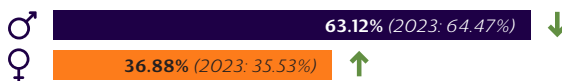
PAY QUANTILES

At the Snapshot Date, MCC had 643 employees, with an overall gender split of 60% male and 40% female. The below illustrates our gender distribution, across four equally sized groups.

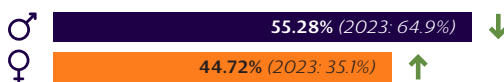
UPPER QUANTILE



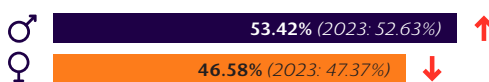
UPPER MIDDLE QUANTILE



LOWER MIDDLE QUANTILE



LOWER QUANTILE



WHAT IS MCC DOING TO ADDRESS ITS GENDER PAY GAP?

MCC continues to promote an inclusive workplace culture. It is committed to addressing its gender pay gap by enhancing workforce diversity at every level. Outlined below are the measures MCC has so far implemented to improve gender diversity and its action plans.



TRAINING AND DEVELOPMENT

MCC continues to prioritise training and development, as well as investing in equity, diversity and inclusion education for all employees to ensure that the message of fair treatment and access to opportunities is understood and applied across the organisation.

Actions we have taken and may consider in the future include: :

- devoting more resources to EDI training and development, such as annual racism and disability awareness training, which will be facilitated and supported via the recruitment of a new EDI Lead; and
- promoting its Training and Development Allowance Policy for its permanent employees to encourage all employees to improve their skills, qualifications, and develop their prospects for onward career professional, driven by the employee with support from the Club.



RECRUITMENT

MCC understands the many benefits to the business of having a diverse workforce and recruiting from the widest talent pool of candidates.

Actions we have taken and may consider in the future include:

- promoting available roles via female-friendly networks and websites, such as Women in Sport, as well as via LinkedIn and MCC's website;
- using standardised interview questions/practices with the aim of removing any unconscious bias;
- continuing to apply its successful casual worker referral scheme as another avenue to attract diverse talent; and
- revamping the Club's induction programme for new employees, with structured onboarding and informal Day 1 support via a buddy system.



ENGAGEMENT

MCC has conducted a number of focus groups with employees to discuss in detail the feedback from our annual engagement survey including in relation to gender specific issues. This feedback will be reviewed and considered by MCC's Executive Management Board and formulated into an overall action plan.



POLICIES AND PROCEDURES

MCC regularly reviews its policies, procedures and practices to ensure that they promote equality and inclusiveness for all.

In 2025, we have launched a new Sexual Harassment Policy for all employees, workers, and others engaged directly by MCC or a third party to support our operations, including non-executives who serve on committees, aimed at providing a work environment free from sexual harassment and where everyone is treated with dignity and respect. The Club continues to take active steps to help prevent its staff from being sexually harassed or victimised.

The Club also hopes to launch a new Stress and Mental Health Policy aimed at protecting the health, safety and wellbeing of its workforce, by promoting positive mental health for all members of staff and tackling the causes of work-related stress and work-related mental ill health.

WHAT IS MCC DOING TO ADDRESS ITS GENDER PAY GAP? CONTINUED



SUPPORTING PARENTS AND CARERS

MCC understands and appreciates the additional demands placed on employees with caring responsibilities of all types.

Actions we have taken and may consider in the future include:

- continuing to support and promote remote working, flexible hours and parental leave to help balance work and family responsibilities;
- offering generous paid maternity, paternity and adoption pay;
- offering enhanced shared parental pay to employees via its Shared Parental Leave policy to encourage greater take up of shared parental leave by men, thus lessening the burden on women.

MCC is proud that the proportion of mothers returning to the Club after maternity leave and the proportion of mothers still in employment a year after returning was 75%.



WELLBEING

MCC continues to prioritise the wellbeing of its employees.

Actions we have taken and may consider in the future include:

- dedicating two months per year to wellbeing by focusing on health, fitness, relaxation, nutrition, physical and mental support;
- continuing to promote its on-site gym to employees, which is run by a third party which also provides fitness classes and personal training sessions for employees; and
- running a monthly breakfast event for employees aimed at facilitating an opportunity for employees to reconnect and catch up.



CRICKET

MCC remains focused on highlighting the ongoing achievements of women in cricket and to promote access to cricket for all, especially young girls.

Actions we have taken and may consider in the future include:

- in 2024, we launched an exciting new competition to find the next female broadcasting talent, working with Sky Sports and Take Her Lead, a leading cricket charity founded by Isa Guha aimed at increasing opportunities for young women looking to forge a career in cricket media;
- in 2025, we are hosting women's matches on 16 separate days at Lord's, including a Women's One Day International, England v India, and the MCC Women's Day;
- continued to support the MCC Foundation, including its Hub Programme delivering 20 new girls' Hubs and supporting 1800 girls; and
- creating and hiring a new Women's Cricket Manager role specifically to improve female recruitment in both cricket and the membership of MCC.

MCC acknowledges that creating an inclusive workplace environment is crucial for promoting diversity at every level of the Club. By implementing the plans detailed in this report and maintaining continuous discussions within all levels at the Club, we believe these efforts will help reduce our gender pay gap and lead to a more equitable workforce.

I, Robert Lawson, Chief Executive & Secretary, confirm that the information in this statement is accurate.

Signed

Date 3 April 2025