

## LTA Gender Pay Gap Report 2021

At the LTA, our vision is to open tennis up to as many people across Britain as possible by making it more relevant, accessible, welcoming and enjoyable. To achieve this and ensure this is reflected in our workplace, we recognise the need to attract and retain a diverse and gender-balanced workforce. This report provides our gender pay gap figures for 2021. It is important to note that the 'gender pay gap' is different from 'equal pay'. The gender pay gap is the difference in the average earnings of men and women in a business, regardless of the nature of their work. We want to be very clear that at the LTA, women and men in like-for-like roles are remunerated equally.

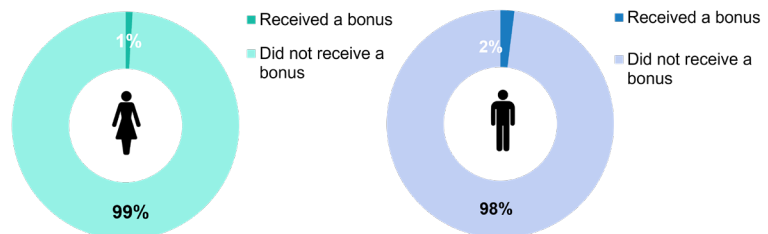
The information in this document is calculated based on the salaries as of April 2021, and relates to bonuses paid in the year up to April 2021.

The LTA has been working hard to reduce the gender pay and bonus gaps over the last three years. There have been falls in the mean and median pay gap in each of the last three years, however, due to the impact of the pandemic on the recruitment market we have seen the downward trend flatten out this year as more male employees joined the organisation. In 2021, the mean gender pay gap was 21.2% (up 0.6% YoY) and the median gender pay gap was 19.7% (up 3.4% YoY). The mean gender bonus gap data is skewed because whilst the vast majority of colleagues did not receive a bonus in 2021 a very small number of employees received a bonus due to contractual commitments.

### Gender Pay & Bonus Gap

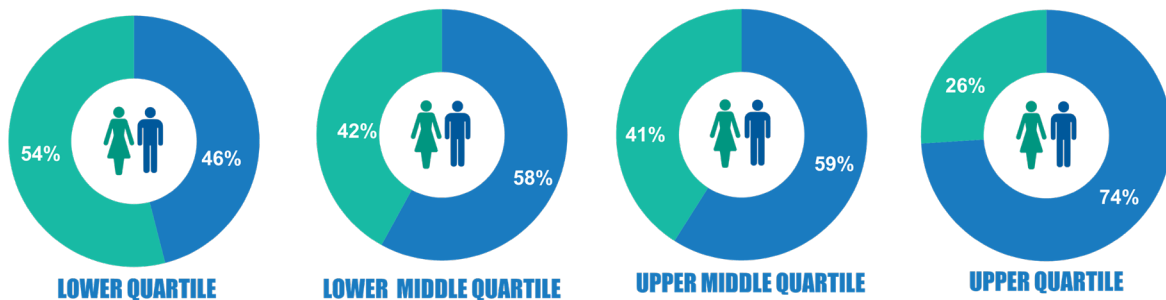
Difference between women and men	Mean (Average)	Median (Middle)
Gender Pay Gap	21.2%	19.7%
Gender Bonus Gap	95.2%	-15.3%

### Proportion of Employees Receiving a Bonus:



### Pay Quartiles

The following diagrams display the proportion of females and males in each pay quartile.



The LTA's overall gender split remains broadly the same as previous years, we know there is more work that needs to be done in attracting female candidates to the same roles. The focus of this is part of our Inclusion Strategy, which has a number of actions targeted specifically at narrowing gender inequalities, and coupled with a return to more normal working patterns means we remain committed to making progress in this area whilst noting that changes for the long term will take time.



Scott Lloyd, Chief Executive LTA



Vicky Williams, People Director LTA