



London Clubs Management Ltd Gender Pay Statement:

Snapshot Date 5th April 2017

| Measurement | Percentage (%) |
|--|--|
| The difference between the mean hourly rate of pay for full-pay relevant male & female employees | 6.2% |
| The difference between the median hourly rate of pay for full-pay relevant male & female employees | 0.8% |
| The difference between the mean bonus paid to male & female employees | 5.6% |
| The difference between the median bonus paid to male & female employees | 0% |
| The proportion of male employees paid a bonus in the 'relevant period' | 82.2% |
| The proportion of female employees paid a bonus in the 'relevant period' | 85.2% |
| The proportion of full-pay male employees in each salary quartile | Lower 43.4% Lower middle 64.2% Upper middle 58.2% Upper 57% |
| The proportion of full-pay female employees in each salary quartile | Lower 56.6% Lower middle 35.8% Upper middle 41.8% Upper 43% |

This Statement, which is made pursuant to Regulation 2 of The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, is true and accurate to the best of my knowledge and belief.

3/4/18

Mike Rothwell

Managing Director – London Clubs Management Ltd