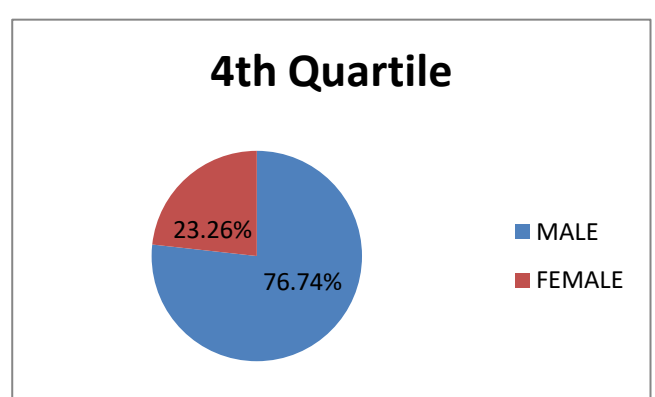
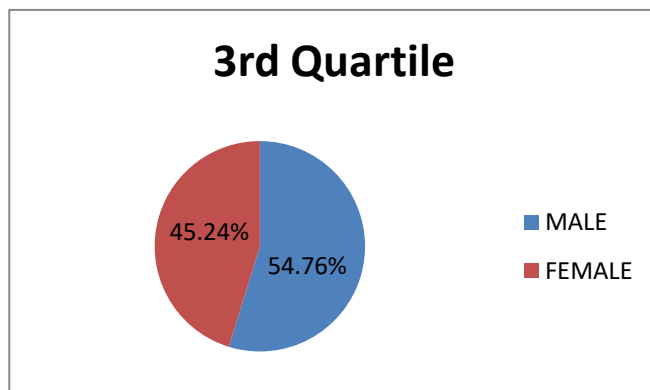
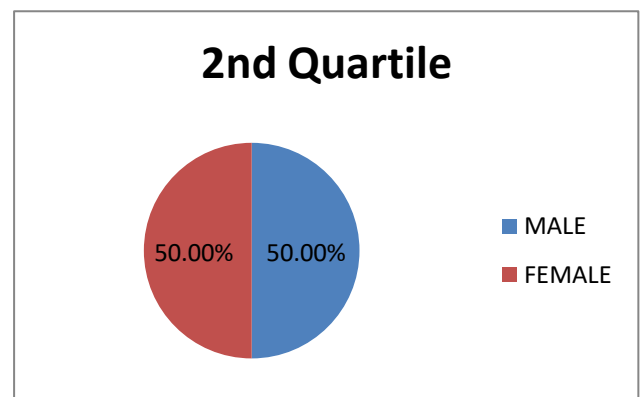
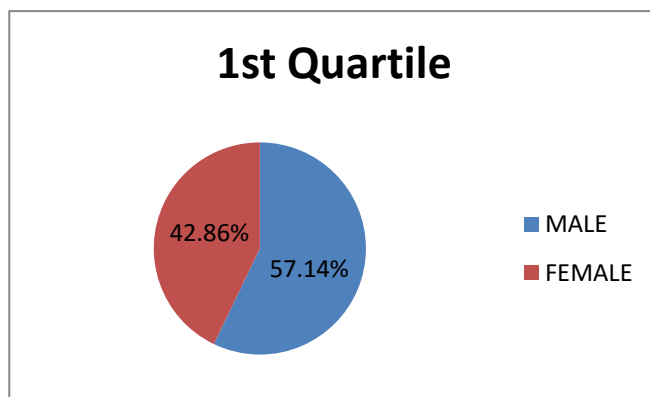


## Gender Pay Gap Information

Under The Equality Act 2010 the UK government requires companies with over 250 employees to annually disclose their gender pay gap. Here we provide the statutory information and the context of our results. Figures are based on **March 2019** salaries.

Mean Gender Pay Gap	39%
Median Gender Pay Gap	0.0%
Mean Bonus Gender Pay Gap	65%
Median Bonus Gender Pay Gap	63%
Proportion of Males Receiving a Bonus Payment	10.89%
Proportion of Females Receiving a Bonus Payment	0.74%

## Proportion of Males and Females in Each Quartile Band



### **Statement from the Chief Executive**

The mean gender pay gap for Heart of Midlothian Football Club has been calculated at 39%. This is a direct result of the highest paid people within the organisation being male footballers. The median average, which is less affected by extreme values, presents a zero pay gap, demonstrating pay equality.

The mean gender bonus gap is 65% as footballers and coaches, who are male, were the main individuals who received bonus payments in the period.

The quartile analysis shows that the biggest gap is within the upper quartile, which is expected when including footballer salaries.

I confirm the data reported is accurate.

Andrew McKinlay  
Chief Executive