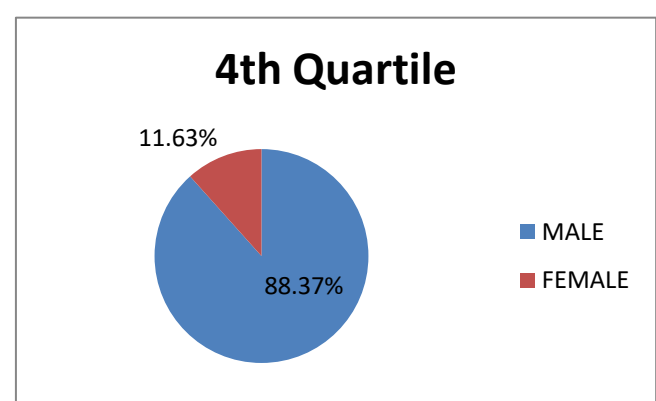
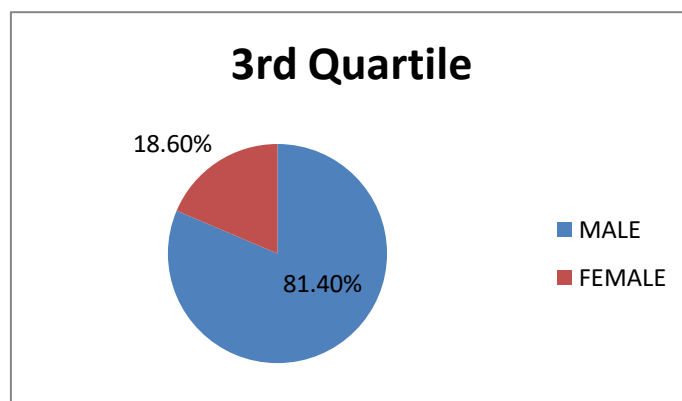
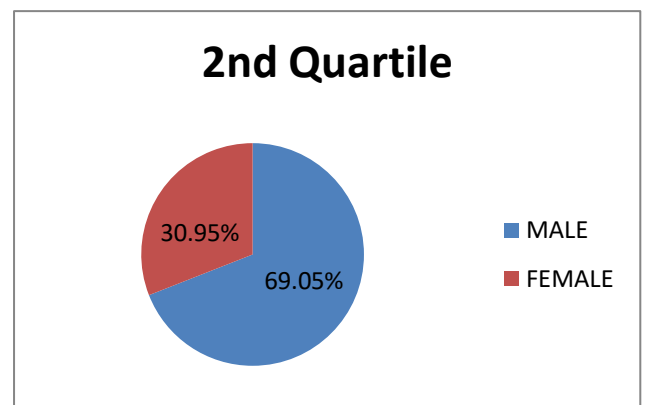
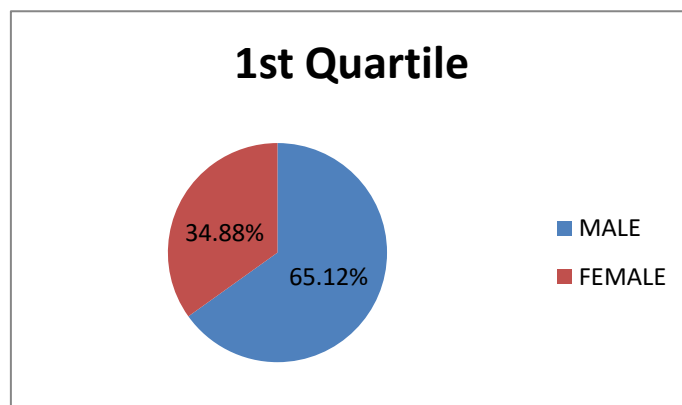


Gender Pay Gap Information

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 2021** salaries.

Mean Gender Pay Gap	41.7%
Median Gender Pay Gap	24%
Mean Bonus Gender Pay Gap	100%
Median Bonus Gender Pay Gap	100%
Proportion of Males Receiving a Bonus Payment	1.54%
Proportion of Females Receiving a Bonus Payment	0.0%

Proportion of Males and Females in Each Quartile Band



Statement from the Chief Executive

The March 2021 position has been impacted by Covid, on the basis that there were several areas of the business still unopen due to Government restrictions. Staffing numbers in our hospitality area are significantly down on prior years and this has skewed the gender pay gap for this year's reporting.

The mean gender pay gap for Heart of Midlothian Football Club has been calculated at 41.7%. This is largely consistent with prior years and arises as 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 24% pay gap.

The mean gender bonus gap is 100% as footballers and coaches, who are male, were the only 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