

GENDER PAY GAP REPORT 2023

Aberdeen Sports Village (ASV) has a strong ethos of inclusion and equality with the belief that our success depends on our people. We aim to employ people who reflect the diverse nature of our society and we value the contribution made by every member of staff. We ensure that we reward our staff fairly for the job they do, regardless of gender, by using a clearly defined pay structure that is competitive and rewarding.

Aberdeen Sports Village is not required to publish an Annual Gender Pay Gap report however, in order to show our commitment to fairness and transparency, we continue to monitor and calculate our Gender Pay Gap.

The figures set out below have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and are based on the snapshot date of 5 April 2023.

Please note that a positive percentage means favourable to males and a negative percentage favourable to females:

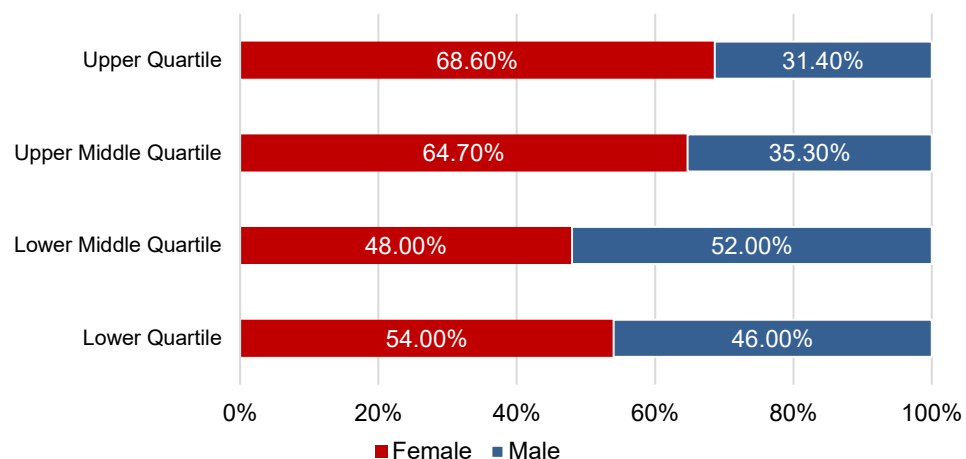
- The mean gender pay gap for ASV is -9.1%.
- The median gender pay gap for ASV is -23.4%.

Bonus Pay

- The mean gender bonus pay gap for ASV is 100%.
- The median bonus pay gap for ASV is 100%

Not that only 1 individual received a bonus during this period.

Pay Quartiles by Gender:



Your lifestyle. One village.

E: info@aberdeensportsvillage.com
T: 01224 438900

Linksfield Road, Aberdeen, AB24 5RU

www.aberdeensportsvillage.com

Our data reflects that we employ a slightly larger proportion of females to males across the majority of our business, with females dominating the upper quartile. Our current grade structure is based on a job evaluation process with each role connected to a grade. We are therefore confident that our gender pay gap does not stem from paying men and women differently for the same or equivalent work.

We are committed to doing everything that we can to ensure equality of pay and bonuses. ASV will review our current salary and pay structure to ensure that we continue to pay and reward staff based on their skills and experience, regardless of gender or any other factor. We will also continue to enforce our policies on equal opportunities.

I, Duncan Sinclair, Chief Executive, confirm that the information in this statement is accurate.

Yours sincerely



Duncan Sinclair
Chief Executive



Your lifestyle. One village.

E: info@aberdeensportsvillage.com
T: 01224 438900

Linksfield Road, Aberdeen, AB24 5RU

www.aberdeensportsvillage.com