



## Gender Pay Gap Report – 2022

Relating to the snapshot date of 5 April 2021

The WRU Group remains committed to equality, inclusion and diversity in everything we do. We continue to consider how we can improve and we remain committed to giving, promoting and providing opportunities for all of our employees. We continue to provide additional levels of investment into women’s and girl’s rugby in order to grow participation – improving the rugby pathway for women’s and girl’s rugby remains a strategic priority.

The gender pay gaps that exist remain because of payments made to international players and elite coaches, all of whom are men. These individuals are on higher salaries given their roles and this impacts our gender pay position. The analysis contained in this report is not a calculation of equal pay, which is the difference in pay between men and women who carry out the same or comparable jobs.

The WRU does not operate a company-wide bonus scheme for employees. Our bonus pay gap remains 100%. The vast majority of employees who received a bonus are involved in the international game, receiving performance related payments. All of the roles in respect of which a bonus was paid are roles that are filled by men.

### THE WELSH RUGBY UNION LIMITED

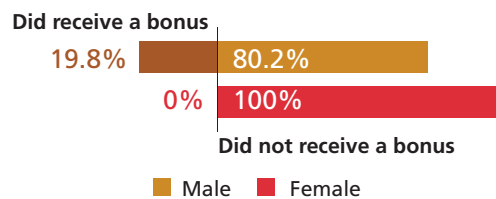
#### Gender Pay Gap

Mean      Median  
**34.8%**    **9.6%**

#### Gender Bonus Gap

Mean      Median  
**100%**    **100%**

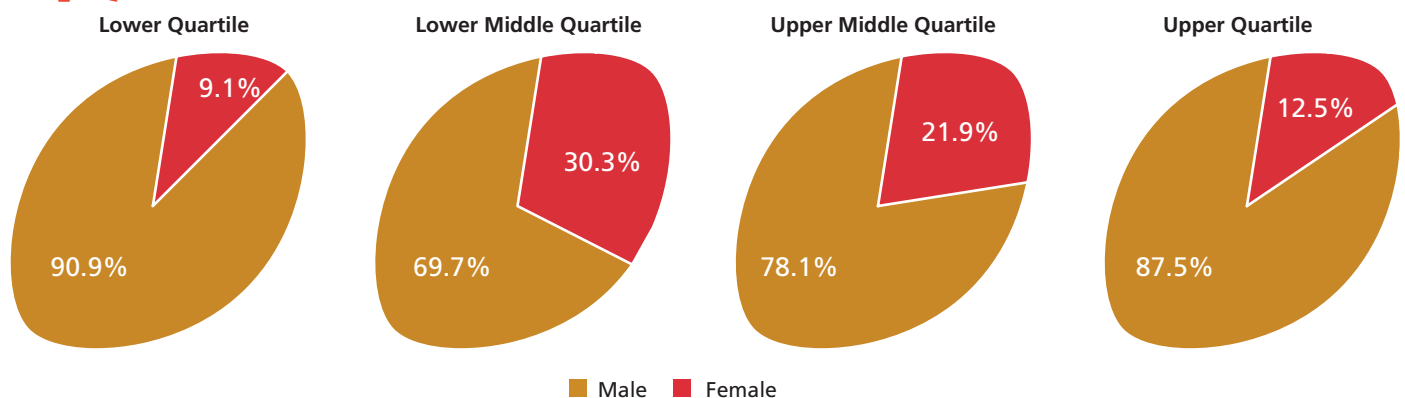
#### Proportion of Relevant Employees Receiving a Bonus



The WRU has 130 ‘relevant employees’ as at the snapshot date which is significantly lower than usual as a result of the Covid-19 pandemic and employees on furlough.

### Pay Quartiles

The proportion of men and women in each pay quartile is as follows:



We analysed our figures and excluded payments made to a total of 10 players and team management from the Senior Men’s National Squad (including National Dual Contract Players). This reduced our mean and median pay gaps to the following:

**Gender Pay Gap**  
 (Without Senior Men’s National Squad)      Mean      Median  
**6.9%**      **3.8%**

The comparison of our gender pay and bonus gaps for The Welsh Rugby Union Limited in the past three years, as published is:

Report year	2019	2020	2021	2022
Mean gender pay gap	50%	46.1%	42.3%	34.8%
Median gender pay gap	17.6%	14.4%	7.4%	9.6%
Mean gender bonus gap	100%	100%	100%	100%
Median gender bonus gap	100%	100%	100%	100%

## MILLENNIUM STADIUM PLC

Millennium Stadium plc has 47 'relevant employees' for the purposes of this report, comprising of employees and other individuals (such as casual workers engaged on event days), whose remuneration has been included in our report. Whilst this number fell below the threshold on headcount in respect of which employers must comply with the regulations on gender pay gap reporting, we have nevertheless decided to publish this report, as the number of 'relevant employees' as at the snapshot date was significantly lower than usual as a result of the Covid-19 pandemic and employees on furlough.

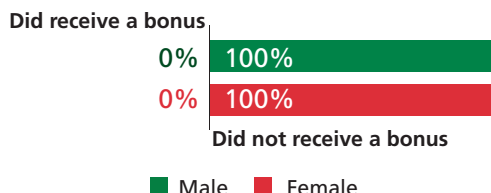
### Gender Pay Gap

Mean      Median  
**-20.7%**   **-11.1%**

### Gender Bonus Gap

Mean      Median  
**100%**    **100%**

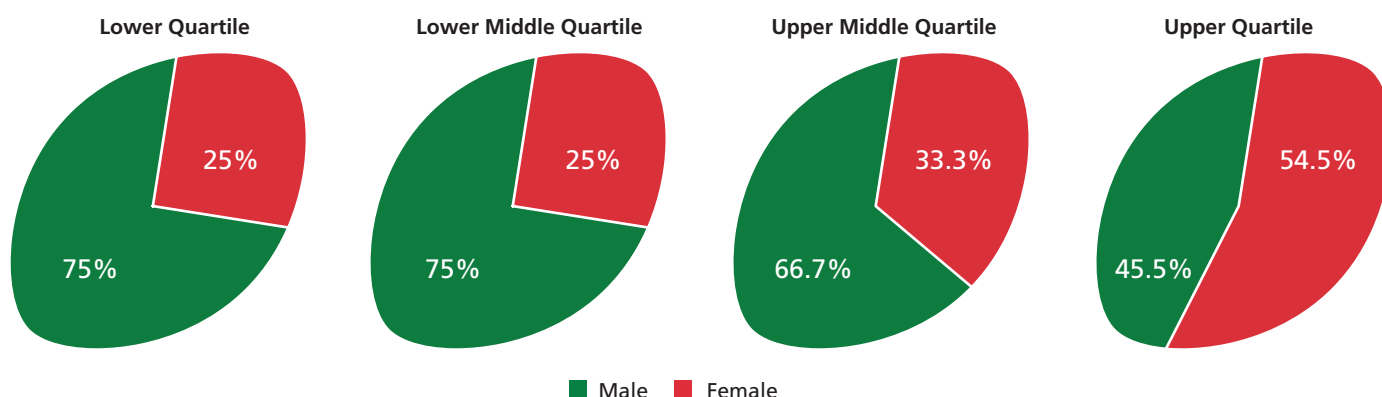
### Proportion of Relevant Employees Receiving a Bonus



Millennium Stadium plc does not operate a company bonus scheme for employees. No-one received a discretionary bonus linked to business and commercial performance.

## Pay Quartiles

The proportion of men and women in each pay quartile is as follows:



The comparison of our gender pay and bonus gaps for Millennium Stadium plc in the past three years, as published is:

Report year	2019	2020	2021	2022
Mean gender pay gap	5.2%	2.3%	2.2%	-20.7%
Median gender pay gap	0.0%	0.0%	0.0%	-11.1%
Mean gender bonus gap	84.9%	100%	100%	100%
Median gender bonus gap	84.9%	100%	100%	100%

We confirm that the information and data provided in this report is accurate and have been calculated in accordance with the requirements of The Equality Gap (Gender Pay Gap Information) Regulations 2017.

Robert Butcher, Chairman

Steve Phillips, Group Chief Executive