



Gender Pay Gap Report – 2020

Relating to the snapshot date of 5 April 2019

The WRU Group is committed to equality, inclusion and diversity in everything we do. Whilst we are making strides both on and off the field to address equality, diversity and inclusion, we look at this as an area of continuous improvement.

We want to ensure that all of the WRU Group’s employees are supported to maximise their potential at the WRU Group.

The gender pay gaps that exist continue to be significantly impacted because of payments made to international players and elite coaches. These individuals are on higher salaries given their roles and all of these roles are currently filled by men. These individuals are also more likely to be incentivised by performance related payments.

The WRU does not operate a company-wide bonus scheme for employees. Our 100% bonus pay gap reflects the fact that all bonuses paid were in respect of roles filled by men (there being no women in the roles that were eligible for bonuses at the relevant time). The vast majority of employees receiving bonuses are involved in the international game.

THE WELSH RUGBY UNION LIMITED

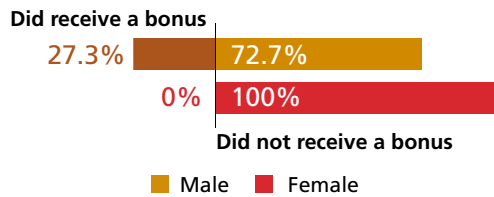
Gender Pay Gap

Mean Median
46.1% **14.4%**

Gender Bonus Gap

Mean Median
100% **100%**

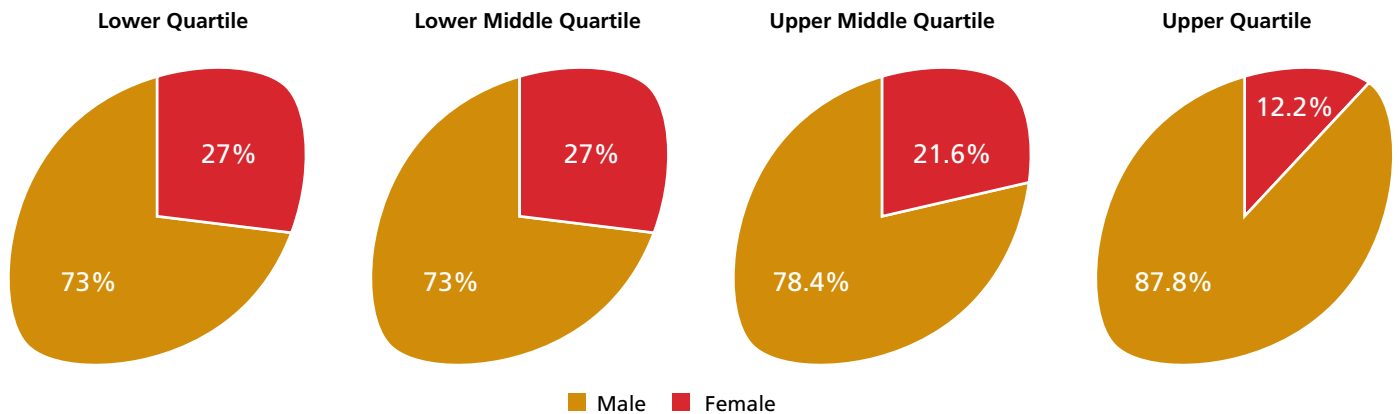
Proportion of Relevant Employees Receiving a Bonus



The WRU has 296 ‘relevant employees’ for the purposes of this report. These include employees and other individuals, such as players, coaches, medical personnel and casual workers who are engaged in various rugby roles from time to time, whose remuneration has been included in our report.

Pay Quartiles

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



Having analysed our figures, we excluded payments made to a total of 17 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
17.5% **12%**

MILLENNIUM STADIUM PLC

Millennium Stadium plc has 454 'relevant employees' for the purposes of this report. These comprise of employees and other individuals, such as casual workers engaged on event days, whose remuneration has been included in our report

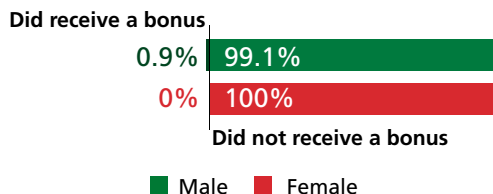
Gender Pay Gap

Mean	Median
2.3%	0%

Gender Bonus Gap

Mean	Median
100%	100%

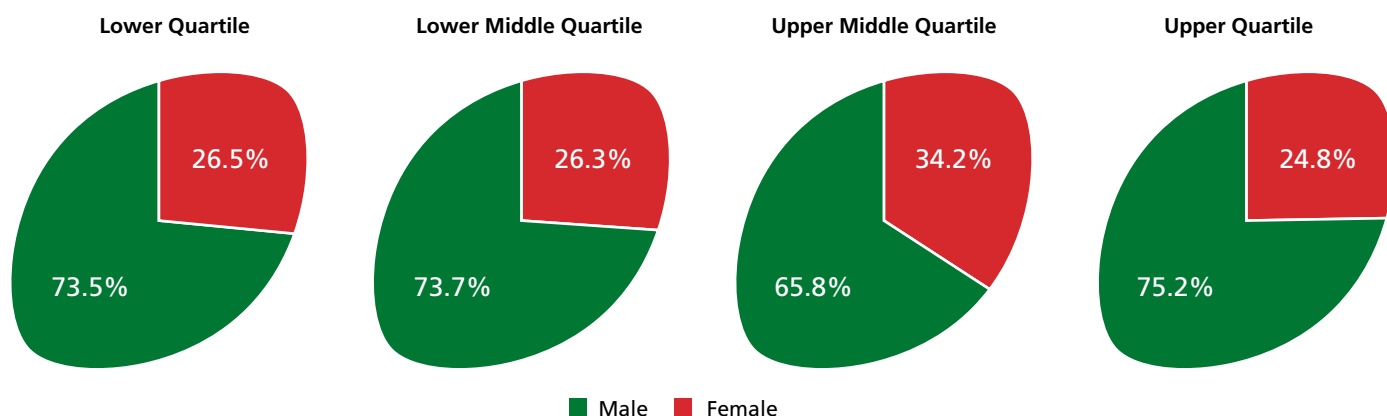
Proportion of Relevant Employees Receiving a Bonus



Millennium Stadium plc does not operate a company bonus scheme for employees. Only three Millennium Stadium plc employees (one of whom was in a senior management position, with the others in specialist roles) received discretionary bonuses linked to performance. All of these employees are men.

Pay Quartiles

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



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