

Gender Pay Gap Report 2025



The **Gender Pay Gap** refers to the difference between the average hourly earnings (excluding overtime) of men and women in the workforce and expressed as a proportion of the average male earnings (excluding overtime). The UK government requires some employers to report this data, for certain workers in the UK.

Our data as of 5 April 2025, for our UK workforce

MEAN
HOURLY
PAY GAP IS

1.9%

MEAN
BONUS
PAY GAP IS

54.6%

MEDIAN
HOURLY
PAY GAP IS

-26.8%

MEDIAN
BONUS
PAY GAP IS

27.9%

What we are proud of:

Stats Perform is pleased to be able to contribute to the UK's drive for transparency on the topic of gender diversity and pay. **We are proud to be an inclusive employer** who continually strives to create an environment where women are given the support, confidence, and development opportunities to succeed in their careers with us. Our pay gap data is a measure that is constantly under review, and we are striving to achieve greater equity through policy changes, improved education, and a programme of gender equality initiatives.

Where we are continuing to improve:

We are continuously striving to **improve the representation of women**, across our entire global operation, as well as within the UK. Also like many other businesses, we are especially conscious of the need to improve the proportion of women in our business (particularly in senior positions) to benefit from their experiences, viewpoints and skills.

We are proud of the strides we've made and are now focused on setting new goals to continue accelerating gender diversity across our business. Programmes and initiatives that have helped drive this progress include:

- **Inclusive recruitment practices:** continuing to strengthen diverse candidate pipelines and equitable hiring processes.
- **Women's Development Programme, Leadership Development and Career Progression:** supporting programmes that help develop women in our business and prepare colleagues for senior leadership opportunities.
- **Ongoing pay and reward monitoring:** regularly reviewing compensation data to support fairness, transparency and internal equity across roles and job levels.
- **Enhanced reporting** is provided to the Executive Leadership Team and the company's Board of Directors on our Diversity, Equity, and Inclusion efforts and progress toward broader diversity goals, including gender diversity and retention objectives.

At Stats Perform, we aim to advance diversity in all aspects of our business, from retaining and attracting underrepresented talent to promoting women's sporting competitions. We are embedding a culture of belonging for all colleagues and building an inclusive workplace where underrepresented groups can thrive.



Elizabeth A. Cutri

*Chief Administrative
Officer*



Jonathan Tellez

*VP Talent
and Culture*

Stats Perform (UK) as at 5th April 2025

UK STATS PERFORM MEAN MEDIAN	MEAN	MEDIAN
Hourly Pay Gap	1.9%	-26.8%
Bonus Pay Gap	54.6%	27.9%

% RECEIVING BONUS PAY



% of men and women in each hourly pay quarter

	2025 FEMALE %	2025 MALE %
Quarter 1	8.3%	91.7%
Quarter 2	15%	85%
Quarter 3	18%	82%
Quarter 4	22%	78%
Total	15.8%	84.2%



Emma Park

Corporate Tax Senior Manager – Stats Perform

“Gender equality is about creating an environment where everyone, regardless of gender, has the same opportunity to contribute, develop, and succeed. Working within the sports and tech space, makes it even more important to actively foster balance and inclusion.

During my time at Stats Perform, I’ve seen a genuine commitment to improving representation and supporting the progression of women across the business. I’ve personally felt encouraged to share ideas, take on new challenges, and continue growing, knowing that my contributions are valued.

While meaningful progress has been made in addressing the Gender Pay Gap, it’s important to continue building on this momentum. Creating and sustaining an inclusive culture is a shared responsibility, and I’m grateful to be part of an organisation that is actively working towards that goal.”



Alannah Dennis

Senior HR Business Partner – Stats Perform

“At Stats Perform, I feel empowered to make a meaningful contribution, with the confidence that my work is recognised and that gender is never a limitation. It’s important to me to help create a path for future generations of women, demonstrating that ambition and leadership are open to everyone.

I’m aware that gender pay disparities still exist in many industries, but I’m proud to be part of an organisation committed to addressing them and ensuring fair recognition and reward. By supporting equal pay and opportunity, I hope to play a role in driving lasting change toward a more inclusive and balanced workplace.

Each step forward matters, not only for my own journey but for every woman who is pushing boundaries and leading with confidence.”



Ellen Hansford

BI & Insights Team Lead – Stats Perform

“At Stats Perform, I feel part of a culture that genuinely values diversity and inclusion. From day one, I’ve been supported to grow and make an impact, and my gender has never felt like a barrier to learning, contributing, or progressing. That sense of inclusion is incredibly important, and not something I take for granted. Knowing that equality and fair recognition are taken seriously makes me proud to be part of an organisation committed to closing the gender pay gap and creating a workplace where everyone can thrive.”