



***DONE BROTHERS (CASH BETTING) LIMITED***

***GENDER PAY GAP REPORT 2025***

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1<sup>st</sup> April 2026

# ***GENDER PAY GAP 2025***

## **What is the gender pay gap?**

The snapshot date to be used is 5<sup>th</sup> April 2025.

The gender pay gap is the difference between male and female earnings expressed as a percentage of male earnings.

Often, the gender pay gap is confused with unequal pay, though this is a different measurement, as unequal pay is when one gender is paid less than the other for the same work. Unlike the gender pay gap, which measures the difference in earnings at the company level, unequal pay is calculated by comparing the pay of employees on a case-by-case basis.

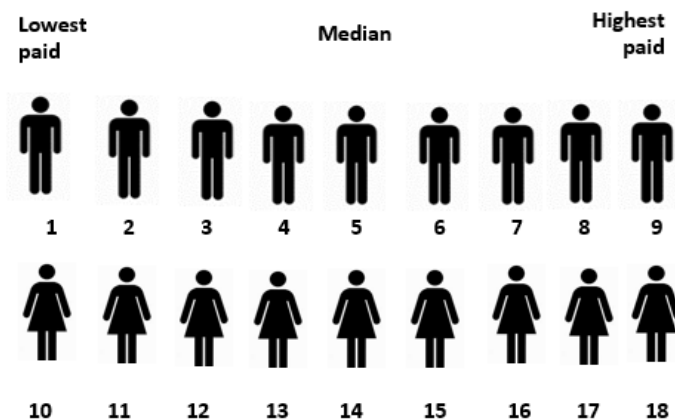
# GENDER PAY GAP 2025

## How have we calculated our numbers?

We have taken data from our entire business, comprising just over 7,000 employees across all roles.

### Median gender pay gap

The median is the value separating the higher half of a data sample, a population or a probability distribution from the lower half. In simple terms, it may be thought of as the "middle" value of a data set. For example, in the example below the hourly pay rate of employee number 5 would be the median male pay rate and the hourly pay rate of employee number 14 would be the median female pay rate. The difference between the male and female median hourly rate is the median gender pay gap.



### Mean gender pay gap

The mean gender pay gap shows the difference in the average hourly rate of pay between men and women.

### Pay quartiles

We need to show the percentage of men and women in each pay quartile. Quartiles are calculated by listing the rates of pay for each employee from highest to lowest, before splitting the list into four equal-sized groups and calculating the percentage of males and females in each.

### Median and mean bonus pay

The median and mean calculations are carried out to compare the bonus pay over a twelve-month period. The proportion of men and women awarded any bonus pay over the twelve months is also reported.

# GENDER PAY GAP 2025

## Our results

	2025	2024	2023	2022	2021
Median hourly pay difference	1.9%	2.6%	2.6%	3.5%	14.9%
Mean hourly pay difference	4.5%	5.9%	5.7%	5.9%	16.2%

### Bonus pay difference between men and women

Median	3%
Mean	4%

### Betfred Bonus Pay

76% of male and 77% of female employees received a bonus in the 12 months.



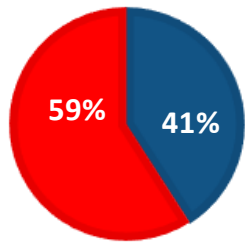
We are very pleased with our results for the year and the decline in the gap over the last 5 years.

# ***GENDER PAY GAP 2025***

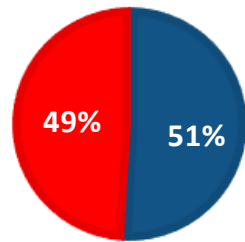
## ***Our results***

### PAY QUANTILES

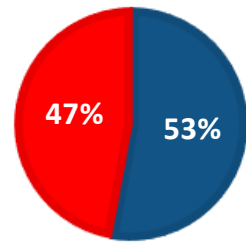
Proportion of male and female employees by quartile band. There are 1,766/1,767 employees in each band.



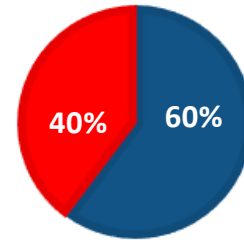
Bottom Quartile



Second Quartile



Third Quartile



Top Quartile

**FEMALE : MALE**