

Angling Direct

Getting everyone fishing

Gender Pay Gap

2021 Report



Gender Pay Gap Report

From April 2017, all large UK companies employing 250 people, or more are required to report the following gender pay gap figures:

- Gender pay gap (mean and median figures) as at the 'snapshot' date.
- Gender bonus gap (mean and median figures) for the 12-month period preceding the snapshot date.
- Proportion of men and women in each quartile of equal employee numbers across the organisation as at the snapshot date.
- Proportion of men and women receiving bonuses in the 12-month period preceding the snapshot date.

The gender pay gap is not the same as equal pay. Equal pay ensures that men and women receive the same pay for carrying out the same or equivalent work. The gender pay gap is an average figure for all employees regardless of their role or seniority.

Angling Direct is the largest specialist fishing tackle retailer in the UK, selling fishing tackle products and related equipment through its network of 42 retail stores, located throughout the UK, as well as through its own website (www.anglingdirect.co.uk) and other third-party websites.

2021 is the fourth report produced by Angling Direct and we are delighted by our progress. Continued focus on our diversity and inclusion agenda will further drive our long-term commitments which so far have clearly delivered improvements in this area.

People are fundamental to our success, and our strategy within Angling Direct is to encourage people from all backgrounds to join and be part of our innovative and progressive organisation, inspiring everyone to get fishing!





The snapshot date for the purpose of this report is 5th April 2021.

The balance of the workforce, in line with the sector remains male dominated and has been for many years. Historically men have also dominated the sport of fishing although, with the wider benefits now being recognised, the sport is becoming more diverse than ever before. Angling Direct encourage and support the increase in diversity with the Company ambition 'Getting **Everyone** Fishing'.

Whilst the total number of females vs males employed has maintained once again, we have made a concerted effort to increase the number of females in senior roles which has shown positive progress year on year.

Generally, at Angling Direct attrition rates are low. This in turn means that in some areas of the business it may take more time to address any gender imbalance. The picture is slightly different in a few of our office/support/warehouse roles as these types of working environments are attracting both men and women equally.

It is worth noting that a large proportion of the job roles within the organisation align specifically with UK National Minimum wage requirements.

Our 2021 **mean** pay gap is -0.5% (a further reduction of 1.3% and an overall reduction of 24.7% since reporting began for Angling Direct in 2018.) This is mainly due to the percentage of females in senior positions increasing. However, it does remain that there are still a proportionately larger number of men incumbent in these senior roles despite the gap becoming positive for females. The leadership team currently consists of 19 people of which 3 are female (15.79%)

The mean calculation (commonly known as the average) is calculated when you add the basic pay of all employees and divide this figure by the number of employees. The gap is the difference between mean male basic pay and mean female basic pay.

Our 2021 **median** pay gap is -2.5% (a further reduction of 2.5% from 2020) Pay alignment through structured job grades and pay banding introduced in 2021 (AD Connections) now gives transparency and ensures a fair and consistent approach to pay for all colleagues.

The median is the figure that falls in the middle of a range when all basic pay is arranged from highest to lowest. The gap is the difference between the employee in the middle of the range of males and the middle of the range of females basic pay.

Gender Split	Apr-21	Apr-20	Apr-19	Apr-18	Apr-17
Male	83.9%	85.1%	83.5%	87.8%	N/A
Female	16.1%	14.9%	16.5%	12.2%	N/A
Gender Pay Gap	Apr-21	Apr-20	Apr-19	Apr-18	Apr-17
Mean	-0.5%	0.8%	14.7%	24.2%	N/A
Median	-2.5%	0%	2.8%	-6.1%	N/A
Bonus Pay Gap	Apr-21	Apr-20	Apr-19	Apr-18	Apr-17
Mean	50.8%	53.8%	59.7%	7.2%	N/A
Median	57.7%	4.9%	13.2%	32.4%	N/A
% Receiving a Bonus	Apr-21	Apr-20	Apr-19	Apr-18	Apr-17
Male	97.2%	61.7%	70%	8.1%	N/A
Female	90.3%	29.5%	26.9%	9.7%	N/A

The proportion of both males and females receiving bonus payments has increased significantly due to the payment of a Christmas bonus being paid to all colleagues (excluding the senior management team) in December 2020.

Performance bonus payments remain structured in accordance with job role and specific deliverable criteria. The two most senior roles in the business are filled by men and attract the highest level of performance bonus.

Actions

- ✓ We will continue to educate and raise awareness of the benefits of diverse teams.
- ✓ We will focus on developing and progressing our female colleagues to become current and future leaders
- ✓ We will build awareness of new career paths and development opportunities to ensure talent pipelines are filled internally through our new deployed AD Connections model.
- ✓ We will encourage our female colleagues to act as role models for future talent, sharing their insights and experiences.
- ✓ We will continue to analyse throughout the year any pay gaps across all roles and ensure that senior leaders and line managers are aware and have plans to address them.

We confirm that the information in this report is accurate and prepared in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.



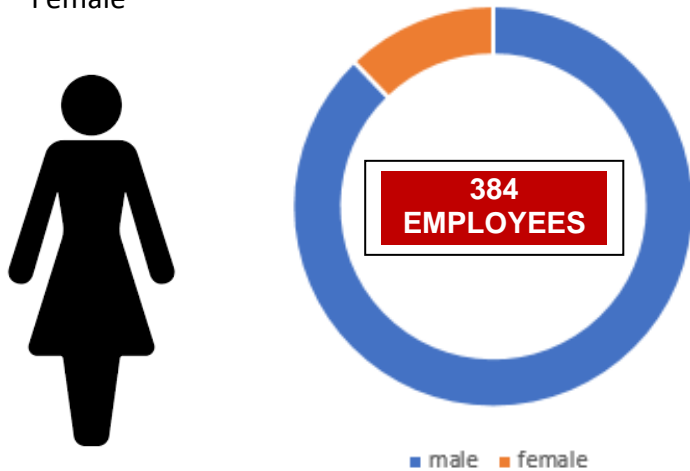
Angling Direct
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Results

Angling Direct plc.

The total number of employees employed on 5th April 2021 was 384.

16.1%
Female



83.9%
Male



The Mean Gender Pay Gap - -0.5%
The Median Gender Pay Gap - -2.5%

Pay Quartile Bands	
Upper Quartile	
Male	85.7%
Female	14.3%
Upper Middle Quartile	
Male	77.2%
Female	22.8%
Lower Middle Quartile	
Male	81.5%
Female	18.5%
Lower Quartile	
Male	90.2%
Female	9.8%
Bonus Payments	
Proportion of Males who received a bonus	97.2%
Proportion of Females who received a bonus	90.3%
The Mean Bonus Gender Pay Gap	50.8%
The Median Gender Bonus Pay Gap	57.7%



For further information:
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