



Gender Pay Gap Report – March 2018

The WRU Group is committed to inclusion and diversity in everything we do.

Whilst we are making strides both on and off the field to address diversity, and are proud of our record levels of investment and participation into women’s and girl’s rugby, we look at this as an area for continual improvement.

The gender pay gaps that exist are 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, which understandably impacts our gender pay position.

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 whom are involved in the international game and therefore received performance related payments.

THE WELSH RUGBY UNION LIMITED

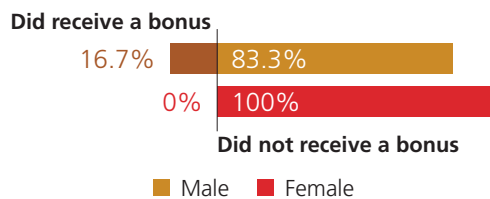
Gender Pay Gap

Mean Median
39.3% **-5.1%**

Gender Bonus Gap

Mean Median
100% **100%**

Proportion of Relevant Employees Receiving a Bonus

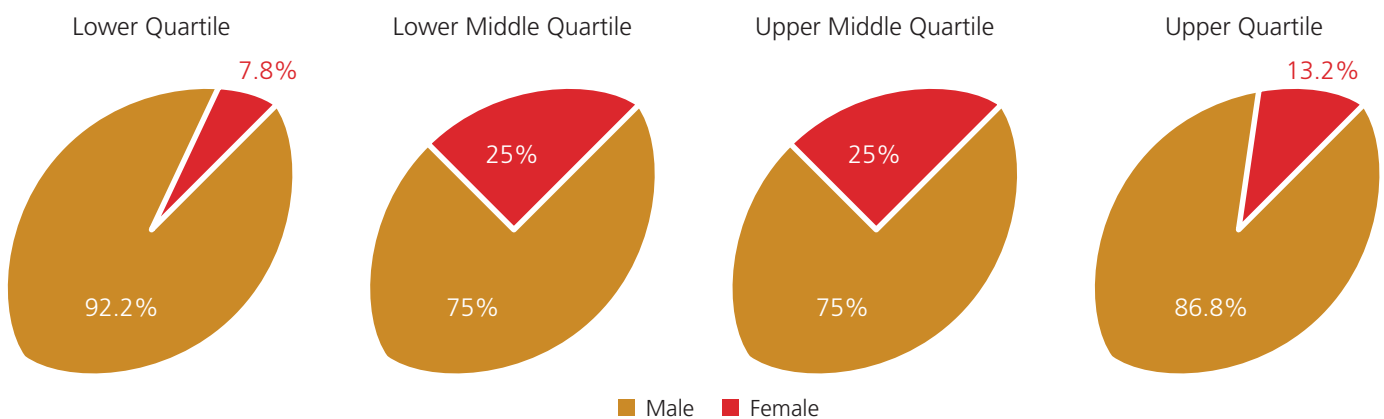


The WRU has 305 ‘relevant employees’ (comprising of employees and other individuals, such as players, coaches and medical personnel), whose remuneration has been included in our report.

The negative figure for the median gender pay gap is due to the median hourly rate paid to women being higher than that paid to men.

Pay Quartiles

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



When we analysed our figures and excluded payments made to a total of 40 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
5.1% **-11.8%**

MILLENNIUM STADIUM PLC

Millennium Stadium plc has 937 'relevant employees' (comprising of employees and other individuals, such as casual workers engaged on event days), whose remuneration has been included in our report

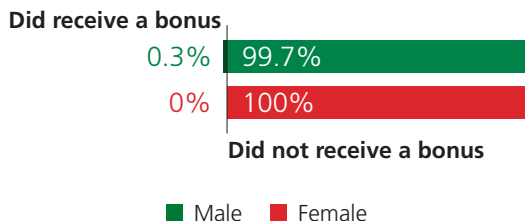
Gender Pay Gap

Mean	Median
6.4%	0%

Gender Bonus Gap

Mean	Median
100%	100%

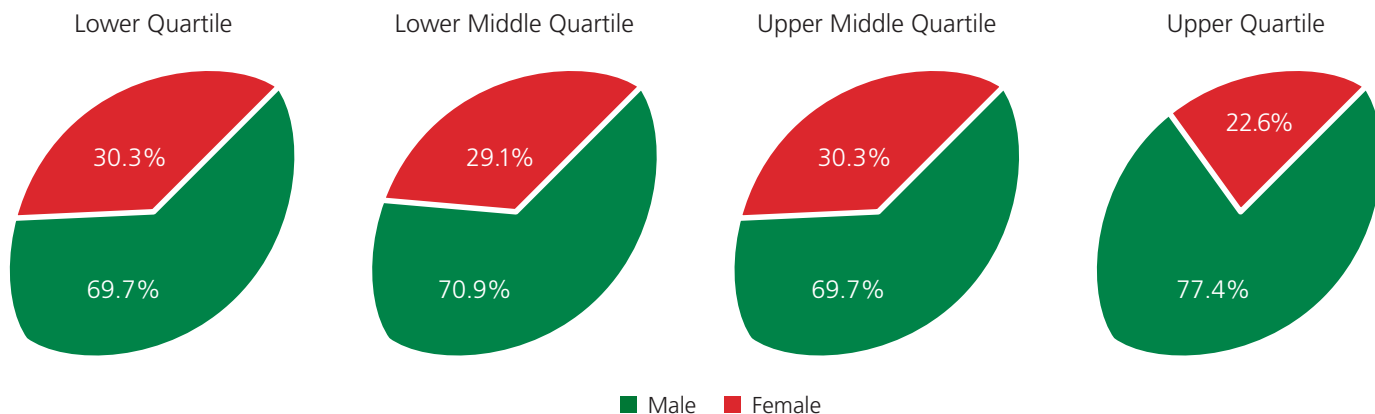
Proportion of Relevant Employees Receiving a Bonus



Millennium Stadium plc does not operate a company bonus scheme for employees. Only two Millennium Stadium plc employees (one of whom was in a senior management position, with the other in a specific sales role) received discretionary bonuses which were linked to business and commercial performance. Both employees are men, which is why the mean and median gender bonus gaps are both 100%.

Pay Quartiles

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



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

Gareth Davies, Chairman

Martyn Phillips, Group Chief Executive