

MANCHESTER CITY GENDER PAY GAP REPORT



This is Manchester City Football Club's second gender pay gap report, in line with the government's requirements for organisations with over 250 employees, and is inclusive of the men's first team playing and coaching staff.

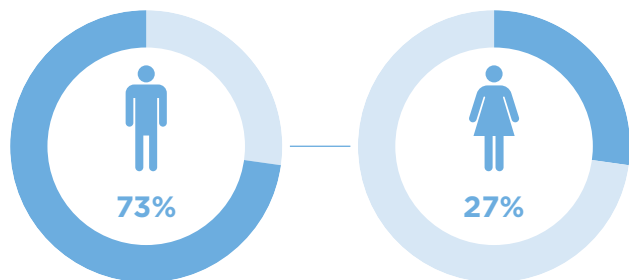
In addition to the statutory figures outlined within this report and the information which explains the reasons for the gap at Manchester City, the Club has also published additional reporting figures for all UK based employees across City Football Group to more accurately reflect the current position of the organisation.

A gender pay gap represents the difference in the average earnings between men and women. An equal pay gap, is men and women being paid differently for jobs of equal value.

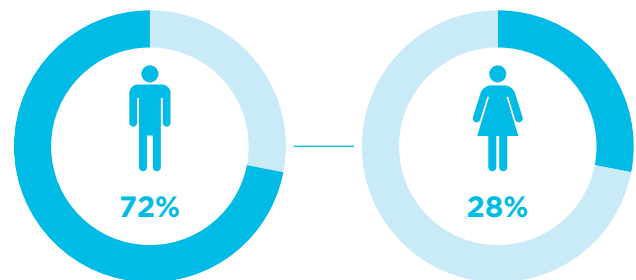
Manchester City has a long term and sustained commitment to providing opportunities and development in all aspects of its operation, and as such, the approach to reviewing the gender pay gap is no different.

PERCENTAGE OF EMPLOYEES AT APRIL 2018:

MANCHESTER CITY

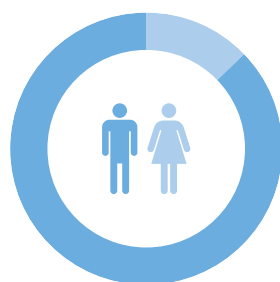


CITY FOOTBALL GROUP (ALL UK EMPLOYEES)



Data accurate as of April 2018

PAY QUARTILES:



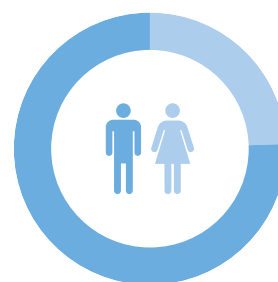
UPPER

MCFC: 87.3% : 12.7%
CFG: 80.5% : 19.5%



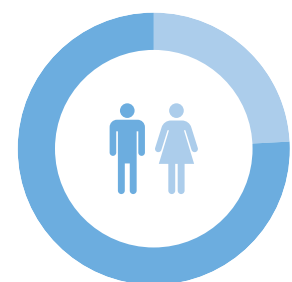
UPPER MIDDLE

MCFC: 55.7% : 44.3%
CFG: 67.1% : 32.9%



LOWER MIDDLE

MCFC: 75.6% : 24.4%
CFG: 63.9% : 36.1%



LOWER

MCFC: 75.9% : 24.1%
CFG: 76.7% : 23.3%

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MANCHESTER CITY

Statutory reporting

Mean (average) hourly pay gap	86.1%
Median (middle) hourly pay gap	-4.8%
Mean (average) bonus gap	97.3%
Median (middle) bonus gap	45.0%

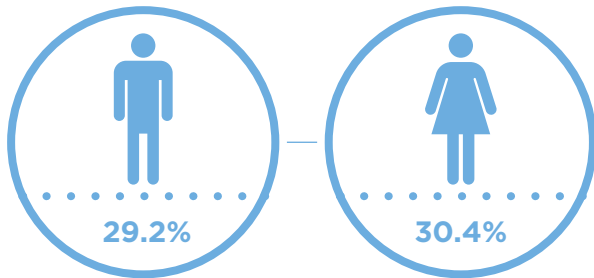
CITY FOOTBALL GROUP

Including all UK employees

Mean (average) hourly pay gap	81.5%
Median (middle) hourly pay gap	3.3%
Mean (average) bonus gap	95.8%
Median (middle) bonus gap	46.8%

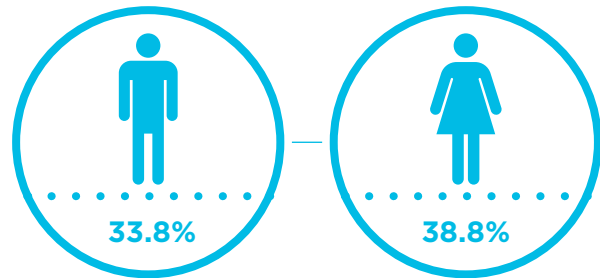
EMPLOYEES RECEIVING BONUS

Manchester City



EMPLOYEES RECEIVING BONUS

City Football Group



MANCHESTER CITY GENDER PAY GAP REPORT



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The mean (average) hourly pay gap is in favour of men, mainly due to the men's first team and first team coaching staff. Without professional players and senior coaching staff, the gap is 20% across all UK employees (marginally above the current national average of 17.1%*). This is due to the number of men in senior roles compared to women.

The median (middle) hourly pay gap is slightly in favour of women because a larger proportion of the lower paid casual staff (for example the match day staff) are men in comparison to women. Without professional players and senior coaching staff the gap is -11.3% across all UK employees (29.2% below the current national average of 17.9%*).

There is a bonus gap mainly due to the men's first team and the number of men in senior roles compared to women, who are eligible for higher bonuses. Without professional players and senior coaching staff the bonus gaps across all UK employees are 64.1% (based on average bonuses) and 0% (based on median bonuses).

A higher proportion of women received a bonus than men, which is mainly due to the high numbers of men who are casual employees and therefore not eligible for a bonus.

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OUR COMMITMENT:

At Manchester City we believe in developing a culture of inclusivity and are committed to providing opportunities for everyone to develop and succeed.

Over the last twelve months Manchester City has built on the extensive work that is already delivered with regards to equality, diversity and inclusion, identifying initiatives where we can use our voice and influence to further contribute to lasting social and cultural change.

On the pitch, the sustained growth and development of the Club's women's team has continued, with success in the early part of the current season, securing the Continental Cup for the third time.

As part of the Club's commitment to inclusivity for participants and fans, the 'Same City Same Passion' campaign was launched, to demonstrate that football's principles and values are the same.

In the summer of 2018, Manchester City attained the Advanced Level of the Premier League's Equality Standard, a programme which has complimented the Club's wider provision and approach to inclusion.

Manchester City will continue to review its gender pay gap to provide the Club with an improved understanding and insight into the various factors which contribute to this complex issue, as well as evidence to support new initiatives to improve its gender balance over the long term.

Ferran Soriano
Chief Executive Officer

*Annual Survey of Hours and Earnings, Office for National Statistics