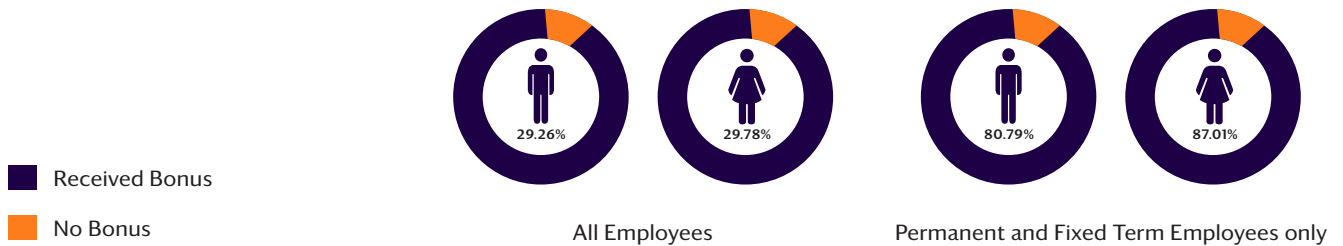


MCC GENDER PAY GAP REPORT 2020

PAY & BONUS GAP

The tables show our mean and median pay gap, for both hourly pay and bonus, for employees as at the snapshot date of 5th April 2019, and the 12 months' reference period up to 5th April 2019 for bonus.

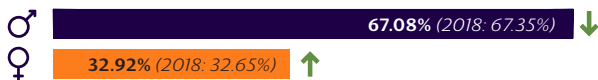
	MEAN AVERAGE		MEDIAN MIDDLE	
Hourly Pay	5.25% (2018: 10.2%)	↓	17.34% (2018: 10.38%)	↑
Bonus	29.4% (2018: 20.6%)	↑	-3.59% (2018: -13.15%)	↓
National	16.2% (2018: 17.1%)	↓	17.3% (2018: 17.9%)	↓



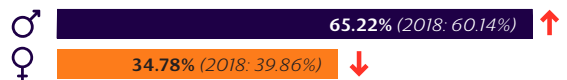
PAY QUANTILES

As at the snapshot date, MCC had 642 employees with an overall gender split of 65% male and 35% female. The below illustrates our gender distribution across four equally sized groups.

UPPER QUANTILE



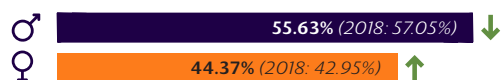
LOWER MIDDLE QUANTILE



UPPER MIDDLE QUANTILE



LOWER QUANTILE



UNDERSTANDING MCC'S GENDER PAY GAP

MCC is pleased to see a significant reduction in its mean gender pay gap, which has halved from 10.2% in 2018 to 5.25% in 2019. When compared to a national average fall of only 0.9% (17.1% to 16.2%), MCC is doing well, having reduced its gender pay gap at a rate five times faster, showing that its policies and processes are reducing its gender pay gap.

MCC's median pay gap increased by approximately 7%, which MCC attributes to the higher proportion of female casual workers who were paid during the relevant pay period, compared to permanent female employees. Of all the women employed by MCC, 30% are permanent, and 70% casual, whereas male permanent employees represent a higher percentage of all of the men employed by MCC at 36%. This directly increases the median male salary and, by extension, the median pay gap.

MCC's mean gender bonus gap also increased by 8.8%, which MCC attributes to the bonuses awarded to its most senior employees on the Secretariat, the composition of which is predominantly male. However, MCC has seen a slight increase in female representation in both of its highest pay quartiles, which is pleasing. In addition, MCC's median bonus gap has reduced and now stands at -3.59%, which means there is a gender bonus gap *in favour* of female employees.

The overall analysis of MCC's gender pay gap figures reveals that women still hold fewer of the most senior positions at MCC, although this has improved since the publication of last year's report. Further, MCC continues to employ less women overall than men. This remains directly attributable to MCC's casual workforce, the majority of whom are male, who attended induction and training days in preparation for the busy 2019 cricket season over the relevant snapshot period.

Interestingly, if casual workers were removed from MCC's calculations, the gender split is far more balanced. In fact, it shows that MCC would have a gender pay gap in favour of female employees at -2.79%, which continues the trend of the last three years. This reflects more consistent gender pay levels across MCC's permanent and fixed term workforce.

WHAT IS MCC DOING TO ADDRESS ITS GENDER PAY GAP?

MCC is pleased to see it is making progress. MCC remains committed to reducing the gap and improving the diversity of its workforce at all levels through sensible policies and processes.

The steps MCC has taken to promote gender diversity in all areas of its workforce to date, and the plans for the future include the following:



TRAINING AND LEARNING OPPORTUNITIES

MCC continues to invest in a number of training programmes to coach, mentor, and provide ongoing support and advice to its employees to ensure they reach their full potential. In 2020, MCC is hoping to launch a new e-learning platform for employees, casual workers and volunteers, which will be designed to deliver training and development in a safe environment when it suits the individual concerned.



FLEXIBLE WORKING

MCC continues actively to encourage and promote flexible working patterns by introducing more part-time roles and investing in new IT tools, such as video conferencing, to enable remote working. The Club currently has in excess of 20 full-time employees with formal flexible working arrangements in place, and a further several dozen who work flexibly on an 'ad-hoc' basis. MCC believes that all roles can be performed flexibly in one way or another.



SUPPORTING PARENTS

MCC continues to offer support for parents with young children with generous paid maternity, paternity and adoption leave, and providing ongoing support and guidance to help parents manage their work life balance through peer support. In 2020, the Club is planning to develop a new return to work programme to support employees returning from maternity and other parental leave, as well as from long term sick leave. The purpose of the programme would be to give an employee the confidence to return, ensure that they are fully up to speed on what they may have missed, and provide general coaching to alleviate any pressures or anxieties they may feel about returning to work.



WELLBEING

The Club continues to prioritise the wellbeing of its employees. In 2019, it introduced its first wellbeing month, which focused on both mental and physical wellbeing. MCC offered a wide range of activities, from fitness classes to meditation and massage sessions, which were very well received by all employees. MCC also continues to provide access to, and facilitates, a number of health and wellbeing activities and classes, including a free on-site gym, pilates, yoga, dance, classes, and squash tournaments, which are all aimed at promoting a healthy lifestyle.



RECRUITMENT

MCC aims to attract and retain people who are the best in their field, with the right skills and from a range of diverse backgrounds. MCC continues to invest in new recruitment tools and ensures that all vacancies are advertised as widely as possible. Going forward, MCC is planning to use a range of recruitment platforms, such as LinkedIn and other channels with a proven record in producing diverse recruitment candidates.

In addition, MCC aims to enhance opportunities for talent development and career progression via the proposed new e-learning platform and the implementation of a new People Strategy. It is also considering an employee referral scheme to enable the Club to utilise its existing employees' network to identify potential candidates for various open positions.

MCC is therefore confident that the initiatives set out in this report and further discussion across the Club will help it further reduce its gender pay gap.

I, Guy Lavender, Chief Executive & Secretary, confirm that the information in this statement is accurate.

G. W. Lavender

G.W. Lavender Chief Executive & Secretary