

# Fanatics Gender Pay Gap Report

The gender pay gap is a measure of the difference between the pay of men and women. At Fanatics, in accordance with UK regulations we are required to publish our gender pay gap for our UK employees. The data below represents the gender pay gap within company's UK workforce as at 5 April 2017 and the gender bonus gap in respect of the 12 month period up to 5 April 2017.

Proportion of employees in each pay quartile		
QUARTILE	MALE	FEMALE
Top	67%	33%
Upper middle	55.7%	44.3%
Lower middle	40.3%	59.7%
Lower	34%	66%

Who received bonus pay	
MEN	WOMEN
7%	3.5%

Women's bonus pay	
MEAN	MEDIAN
47% lower	66% lower

33% is the mean average gender pay gap  
21% is the median average gender pay gap



## Why the Gap?

Fanatics is a company committed to gender equality across its global workforce. While some pay imbalance is evident among UK employees for Fanatics, the snapshot of time required for this report shows hourly paid roles in areas such as warehouse, retail and the company's contact centre, offering equal pay. Employee representation in some of these areas are also reversed as females are over-represented in these roles.

## Making Progress Towards an Equal Workplace

In 2017, the company's UK-based international division took positive steps to address top-level asymmetry by broadening its all-male senior leadership group with the inclusion of three female representatives.



Fanatics also added a female to its global board of directors. This new structure is now more representative of all areas of the business and ensures that both men and women are involved in shaping the future strategy and direction of Fanatics. Additionally, the company introduced a flexible approach to working patterns to support parents in a positive way. This, we believe, assists the important balance between work and family life. We are pleased to report that in the last 12 months we have achieved even-gender balance with internal promotions.

## Looking Forward to Equality and Balance

We recognised a shortcoming at a senior level within the UK workforce and made decisions that have changed - and will continue to change - the structure of our company. Among the many actions is the engagement of an executive search company to assist with a recruitment programme that can identify and attract top female candidates. We aim to ensure that all candidates shortlisted for upper management include strong female representation. Our commitment here is to build a well-balanced workforce with appropriate female leaders who can help the Fanatics culture of equality and promote further opportunities for all.

Additional initiatives are on the horizon in the coming year. We are exploring inclusion, diversity and unconscious bias training to support the recruitment and career development processes. We plan to review our family-friendly policies to examine options for increased support for mothers returning to work. At Fanatics, we promote opportunities without consideration for gender and we continue to ensure no group is adversely under-represented.

At our core, we have a culture of inclusion, teamwork and trust and, as a transparent employer, we seek feedback for improvement and have the courage to challenge ourselves. Our aim is to be known as a company of best practices and a great place to work.

We can confirm that the data reported is in accordance with the requirements of the UK Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

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