

Celtic FC Limited Gender Pay Gap Report 2023

Celtic FC Limited Gender Pay Gap Report – published April 2024



FOREWARD

Celtic Football Club is proud of its history and the aims for which it was established. These include the promotion of Celtic as a Club for all, regardless of gender, age, religion, race or ability. This purpose is held strong today and forms the foundation for the way in which the Club operates both on and off the field. Celtic Football Club is committed to ensuring a fair and inclusive culture is present throughout the organisation and recognises the value that a truly diverse workforce can harness.

As is detailed within this report, Celtic FC Limited (the “Company”), like many employers within the UK, has a Gender Pay Gap. As stated within previous reports, addressing our gap has to be an objective for the medium to long term, with any interventions implemented requiring time to make meaningful impact.

In the period since our last report, we have continued to identify ways in which we can support women in developing and progressing their careers at the Club, this has included the continuation of our leadership development programme, the introduction of a menopause support and awareness framework and enhancements to our family friendly policies and benefits. As we look to the year ahead, our work on leadership development will continue and we look forward to hosting an inaugural ‘Women in Sport & Business’ event in April 24, which will focus on the progress and achievements of women in these two fields, whilst also recognising the challenges being faced and identifying ways in which these can be overcome. We will continue to introduce further company wide awareness, training and support relating to issues affecting women at work, ensuring the Club continues to provide an inclusive environment for all colleagues.

This report relates to Celtic FC Limited. The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 do not apply to any other of our group companies. As required, the data included relates to the snapshot date 5th April 2023.

We confirm that the data contained within this report is accurate.



Sionadh Kellington
Head of HR



Michael Nicholson
Chief Executive



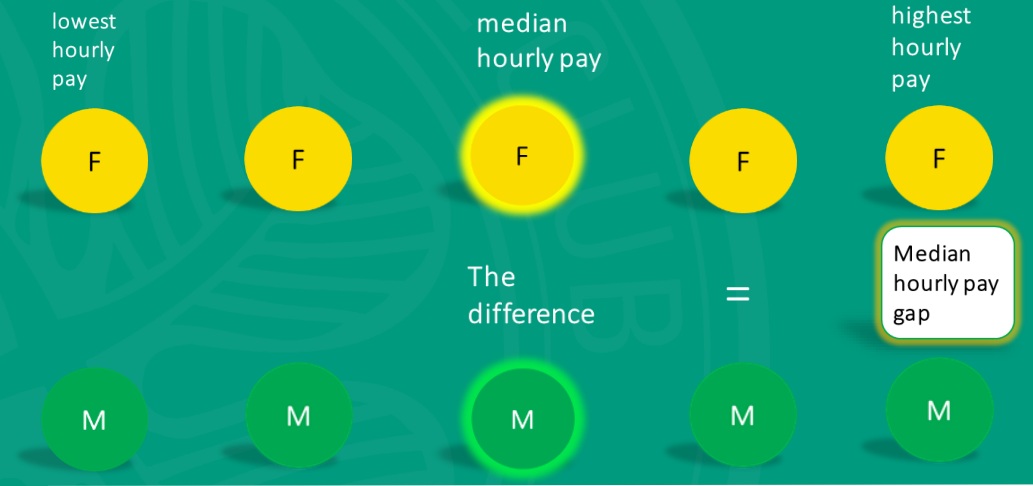
MEASURING THE PAY GAP

Gender Pay versus Equal Pay

The gender pay gap shows the difference between the median and mean hourly rates of pay that men and women receive. Gender pay does not measure equal pay. Equal pay relates to what women and men are paid for fulfilling the same or similar jobs or work of equal value.

Men and women across the Company are paid equally for doing equivalent jobs.

How we calculate the median difference



How we calculate the mean difference



OUR PAY GAP

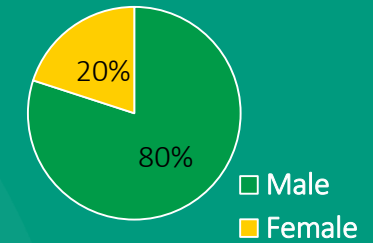
Hourly pay gap	Mean		Median	
	2022	2023	2022	2023
Women's earnings are	29.9% lower	30.9% lower	14.2% lower	9.2% lower

Mean pay gap by pay quartiles	2022	2023
Upper	-26.2%	-31.3%
Upper Middle	-0.2%	-2.0%
Lower Middle	-0.3%	-0.1%
Lower	-1.7%	-6.5%

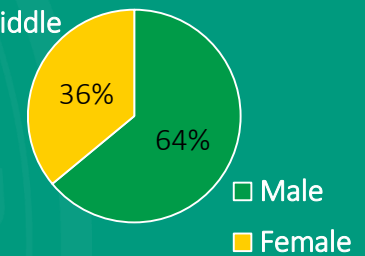
PAY QUARTILES

The proportion of male and female employees according to quartile pay bands

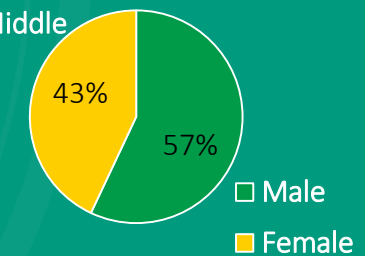
Upper



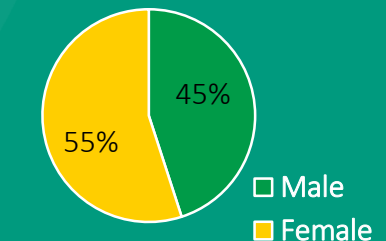
Upper Middle



Lower Middle

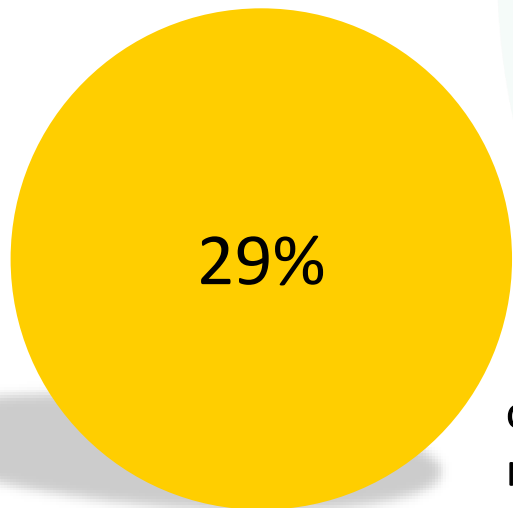


Lower

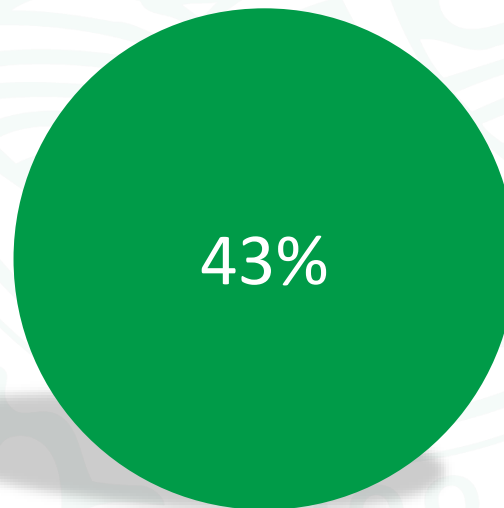


OUR BONUS GAP

Hourly Bonus Gap	Mean	Median
Women's earnings are	43.1% lower	24.4% lower



of females
received a bonus



of males received
a bonus



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