

bet365 Group - Gender Pay Gap Report

From April 2017, in accordance with the Equality Act 2010, all United Kingdom companies with at least 250 employees are required to publish details of their gender pay gap on an annual basis.

bet365 is an equal opportunities employer operating a strict 100% equal pay for equal job policy. bet365 does not discriminate on any basis; age, gender, disability, religion or otherwise.

Set out below is the gender pay gap in the year from May 2024 to April 2025 for the United Kingdom based entities within the bet365 Group with at least 250 employees. The reporting entities are Hillside (Media Services) Limited (**HMSL**), Hillside (Shared Services 2018) Limited (**HSS2018L**), Hillside (Technology) Limited (**HTL**) and Hillside (Trader Services) Limited (**HTSL**). HMSL, HSS2018L, HTL and HTSL provide support services to the bet365 Group and employed 264, 2,816, 2,254 and 487 employees respectively in April 2025.

	HMSL	HSS2018L	HTL	HTSL
Mean hourly pay difference between male and female employees	40.4%	13.9%	18.2%	25.2%
Median hourly pay difference between male and female employees	3.1%	3.7%	17.0%	25.3%
Mean bonus pay difference between male and female employees	27.1%	46.2%	23.9%	47.9%
Median bonus pay difference between male and female employees	2.3%	11.0%	18.5%	58.1%
Percentage who were paid bonus pay within the 12 month period	Male: 77.3% Female: 72.9%	Male: 80.6% Female: 81.8%	Male: 83.0% Female: 80.2%	Male: 95.0% Female: 78.7%
Gender pay splits				
Quartile 1 (highest)	Male: 72.7% Female: 27.3%	Male: 55.4% Female: 44.6%	Male: 92.7% Female: 7.3%	Male: 99.2% Female: 0.8%
Quartile 2	Male: 60.6% Female: 39.4%	Male: 53.7% Female: 46.3%	Male: 85.8% Female: 14.2%	Male: 94.3% Female: 5.7%
Quartile 3	Male: 60.6% Female: 39.4%	Male: 46.3% Female: 53.7%	Male: 80.9% Female: 19.1%	Male: 86.1% Female: 13.9%
Quartile 4 (lowest)	Male: 68.2% Female: 31.8%	Male: 47.0% Female: 53.0%	Male: 75.3% Female: 24.7%	Male: 84.3% Female: 15.7%

This statement has been approved as accurate for their respective companies by:

Michael Thomas – director, HMSL
 Robert Taylor – director, HSS2018L
 Kamal Kaaba – director, HTL
 Brian Pilotille – director, HTSL

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