



We want to be representative of the whole of the UK in how we operate The National Lottery. Just as our players are from diverse backgrounds and communities, so are our employees. We value a culture that embraces difference, and enables people to be themselves and to participate fully.

Whatever their age, ability or disability, sex, racial/ethnic background, religion or culture, sexual orientation, gender identity, marital or parental status, our people are critical to our success – so it's important that we continue to make further progress as an inclusive and supportive employer.

GENDER BALANCE REPORTING

As disclosed in our 2020/21 Annual Report & Accounts, as at 24 June 2021, 44% (four of the nine members) of the Board were female, compared with 14% (one of seven) as at 1 April 2018, 38% (three of eight) as at 27 June 2019 and 50% (four of eight) as at 25 June 2020. Similarly, as at 24 June 2021, 25% (three of the 12 members) of the Executive Team were female, compared with 23% (three of 13) as at 1 April 2018, 27% (three of 11) as at 27 June 2019 and 25% (three of 12) as at 25 June 2020.

The gender balance of those in senior management (ie the Executive Team and their direct reports from grades 3 to 5) was 67%/33% male/female as at 5 May 2021, consistent with 64/36% as at 1 April 2018, 64/36% as at 30 May 2019 and 64/36% as at 11 May 2020.

In addition, as at 24 June 2021, 51% of our employees were male and 49% were female.

June 2021