



Gender Pay Gap Report

April 2018

Summary

We are committed to promoting equality of opportunity in all our working practices.

Our aim is to ensure that our workforce reflects the diversity of our customers. Every employee is treated with dignity and respect and given the opportunity to reach their full potential for the mutual benefit of the business and our employees.

As a Group, our philosophy is to 'treat people as they want to be treated' and everyone should apply this in their dealings with others.

Gender pay reporting legislation requires employers with 250 or more employees to publish statutory calculations every year showing how large the pay gap is between their male and female employees.

We are an employer required by law to carry out Gender Pay Reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

This involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it will not involve publishing individual employee's data.

We are required to publish the results on our own website and a government website. We will do this within one calendar year of April 5th 2018.

Calculations

Gender Pay Reporting requires our organisation to make calculations based on employee gender. We will establish this by using our existing HR and payroll records. The calculations are based on the pay and bonus data at 5th April 2018.

Average gender pay gap as a mean average

6.6%

Average gender pay gap as a median average

1.0%

QUARTILES

| | % of Females | % of Males |
|----------------------|--------------|------------|
| LOWER (LOWEST PAID) | 51.9% | 48.1% |
| LOWER MIDDLE | 45.3% | 54.7% |
| UPPER MIDDLE | 48.1% | 51.9% |
| UPPER (HIGHEST PAID) | 45.1% | 54.9% |

BONUS CALCULATIONS

- ▲ BONUS GENDER PAY GAP AS A MEAN AVERAGE
36%
- ▲ BONUS GENDER PAY GAP AS A MEDIAN AVERAGE
9.9%
- ▲ PROPORTION OF MEN AND WOMEN RECEIVING A BONUS
46.1% of Females received a bonus
49.5% of Males received a bonus

Commentary

In determining reward for our people, we consider a number of factors including the economy, company performance and future projections along with external benchmarking within our industry. We aim to recognise our people through base pay, bonus schemes, a range of competitive benefits and a number of various policies.

It is important to note that the figures contained in this report reflect the whole of Cineworld's workforce and are different to Equal Pay which relates to individuals working in similar roles. Therefore, any pay gaps should not be interpreted as differences in pay for the same or similar roles.

Cineworld's has a gender pay gap of 6.6% and our mean average bonus pay gap within Cineworld is 36%. This is mainly due to the gender mix at senior grades, with some higher paid male employees skewing the overall figures, and the make-up of our bonus schemes. Furthermore, it should be noted that the 2017 mean average bonus figure did not include PSP/shares, in error. Our 2017 mean average bonus figure will be updated in the 2017 report held on the government website shortly, once figures have been verified.

We have two bonus schemes in operation. Firstly, the annual bonus scheme which applies to all salaried employees and has two measures, Group EBITDA and personal performance. These two measures determine the percentage that is applied to individual's salaries (from a pre-determined range). For our hourly paid population, the quarterly bonus scheme is determined by the achievement of pre-determined targets and the available set pot of money is then divided by those achieving the target. Bonuses are then paid to this population on a quarterly basis.

Our overall gender make-up across the Cineworld business is healthy, having 48.5% Female 51.5% Male employees (as of 22.03.19). Having reviewed the data we have decided that there are three key actions we should take to help reduce the gender pay gap within Cineworld. They are:

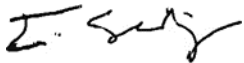
1. Complete Unconscious Bias training for all managers across the business. This will ensure there is greater awareness of potential bias when recruiting and/or developing employees and those recruiting will be mindful of this behaviour throughout the recruitment process.
2. Develop and communicate clear career paths to show employees how they can develop within the business, with particular emphasis on flexibility and family friendly policies. We continuously strive to have an equal representation of men and women at a senior level in the business so we need to make clear what career paths are available to all and actively promote career opportunities along with accompanying policies such as flexible working and family friendly.
3. Ensure consistent recruitment materials are used across all areas of the business, including a range of skills based assessments and competency based interviews. Consistent interviewing practices across Cinemas and Head office will ensure that all candidates are measured on the same guidelines and particularly when recruiting for the same role. Using skills based assessment also demonstrates how candidates can perform in the role, rather than only relying on the interview itself.

We will monitor and review all of the actions to ensure they are supporting our commitment to working towards having a zero gender pay gap in the future.

DIRECTORS SIGNATURE

I, Israel Griedinger, Deputy CEO, confirm that the information in this statement is accurate.

Signed



Date 29/03/2019
