



Gender Pay Gap Report

April 2021

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.

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 2021.

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 2021.

Average gender pay gap as a mean average

8.06%

Average gender pay gap as a median average

17.73%

QUARTILES

	% of Females	% of Males
LOWER (LOWEST PAID)	53.8%	46.2%
LOWER MIDDLE	33.3%	66.7%
UPPER MIDDLE	25%	75%
UPPER (HIGHEST PAID)	33.3%	66.7%

BONUS CALCULATIONS

- ▲ BONUS GENDER PAY GAP AS A MEDIAN AVERAGE
11.43%
- ▲ BONUS GENDER PAY GAP AS A MEAN AVERAGE
12.57%
- ▲ PROPORTION OF MEN AND WOMEN RECEIVING A BONUS
32.15% of Females received a bonus
34.18% of Males received a bonus

Commentary

Due to COVID-19 and the hugely detrimental impact on businesses such as ours, we have needed to furlough almost all of our workforce for a big part of the year as our cinemas have only started to reopen gradually from May 2021.

As furloughed employees are excluded from the hourly pay data, only a small number of our employees are included in the headline Gender Pay Gap Reporting statistics.

This means that the hourly pay data is not representative of the true picture at Cineworld and conclusions should not be drawn from this data.

Additionally, and again COVID related, there were no planned bonus payments to salaried or hourly paid workers in respect of the year 2021. However, there were delayed bonus payment for salaried employees from April 2020 that were paid in the year to 5 April 2021 and these have been included in the bonus pay statistics. For hourly staff, however, the bonus payment were delayed beyond the calculation reference point in April 2021. Consequently, these were excluded from the calculations.

This means that bonus data has been skewed significantly by COVID and conclusions should not be drawn from this data.

Therefore, due to the unusual employment patterns and payments in this report, any comparison to prior year gender pay figures should be avoided as the data is not typical and extremely skewed.

Cineworld remains committed to continuing its good work in the whole area of gender pay in the years to come.

DIRECTORS SIGNATURE

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

Signed



Date 000000000/0000000/0000000
