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# Gender Pay Gap Report

April 2022

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## 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 5<sup>th</sup> 2022.

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# 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 5<sup>th</sup> April 2022.

## Average gender pay gap as a mean average

7.44%

## Average gender pay gap as a median average

0.71%

## QUARTILES

	% of Females	% of Males
LOWER (LOWEST PAID)	44.3%	55.7%
LOWER MIDDLE	48.5%	51.5%
UPPER MIDDLE	43.5%	56.5%
UPPER (HIGHEST PAID)	41.8%	58.2%

## BONUS CALCULATIONS

### ▲ BONUS GENDER PAY GAP AS A MEDIAN AVERAGE

83.35%

### ▲ BONUS GENDER PAY GAP AS A MEAN AVERAGE

77.29%

### ▲ PROPORTION OF MEN AND WOMEN RECEIVING A BONUS

0.5% of Females received a bonus

0.33% of Males received a bonus

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## Commentary

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Due to COVID-19 and the hugely detrimental impact on businesses such as ours, the workforce has been reduced and returned in phases during the year as Cinemas did not reopen fully until May 2021.

In all respects, the female percentages have improved across all of the quartiles. In addition, the gap as a mean rate and a median rate have reduced significantly since the last report.

Additionally, and again COVID related, there were no planned bonus payments to salaried or hourly paid workers in respect of the year 2022. The figures shown for bonus are sales based commission payments only and no conclusions should be drawn from the data.

Cineworld continues to encourage our female employees to take on more senior roles and ensure that all development programmes are available to everyone irrespective of their gender.

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 26th January 2023

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