

*Picture  
house*

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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 pay and bonus data at 5<sup>th</sup> April 2022.

### Average gender pay gap as a mean average

2.69%

### Average gender pay gap as a median average

0.93%

### QUARTILES

	% of Females	% of Males
LOWER (LOWEST PAID)	57%	43%
LOWER MIDDLE	40.5%	59.5%
UPPER MIDDLE	51.4%	48.6%
UPPER (HIGHEST PAID)	39.3%	60.7%

### BONUS CALCULATIONS

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

2.25%

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

8.29%

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

80.44% of Females received a bonus

76.79% 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.

Additionally, and again COVID related, there were no planned bonus payments to salaried or hourly paid workers in respect of the year 2021. For hourly staff, however, the bonus payments were sales bonuses for Picturehouse membership sales.

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.

A handwritten signature in blue ink that reads "I. Greidinger".

Date 26th January 2023

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