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# Gender Pay Gap Report

April 2020

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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> 2020.

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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 2020.

## Average gender pay gap as a mean average

8.22%

## Average gender pay gap as a median average

24.85%

## QUARTILES

	% of Females	% of Males
LOWER (LOWEST PAID)	55%	45%
LOWER MIDDLE	47.6%	52.4%
UPPER MIDDLE	23.8%	76.2%
UPPER (HIGHEST PAID)	33.3%	66.7%

## BONUS CALCULATIONS

- ▲ BONUS GENDER PAY GAP AS A MEDIAN AVERAGE  
11.62%
- ▲ BONUS GENDER PAY GAP AS A MEAN AVERAGE  
51.82%
- ▲ PROPORTION OF MEN AND WOMEN RECEIVING A BONUS  
51.76% of Females received a bonus  
48.32% 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, we have needed to furlough almost all of our workforce for the majority of the year as our cinemas have been closed.

This means that all furloughed employees are excluded from the pay data.

Additionally, and again COVID related, bonus payments to salaried workers in respect of 2019 were delayed and paid after the required reporting date (5 April 2020). This means that all bonus payments to this population have also been excluded.

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 when we are able to re-open our cinemas and invite our teams back to work with us once again.

### DIRECTORS SIGNATURE

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

Signed



Date 22/03/2021

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