

UK Gender Pay Gap Report

NATL.AMUSEMENTS (UK) LIMITED

What is the gender pay gap?

The **gender pay gap** is a measure of the difference between the average earnings of men and women across Showcase Cinemas in the UK.

This is different from **Equal Pay** as this relates to men and women being paid equally for equal work.

Legal requirements

All UK companies with 250 or more employees will be required to publish specific gender pay information:

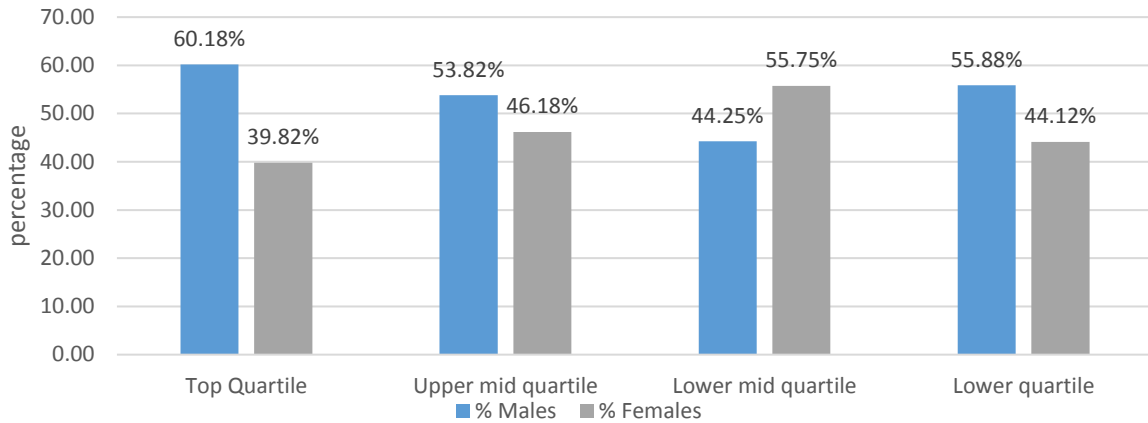
- Mean and median gender pay gap
- Mean and median gender bonus gap
- Proportion of males and females receiving a bonus
- Proportion of males and females by quartiles pay band

The **pay data** is based on a snapshot date of the 5th April 2017 (everyone on the UK payroll on this date's submission).

The **bonus data** is based on payments received in the 12 months leading up to the 5th April 2017.

Proportion of males and females by pay quartile (%)

This is the percentage of male and female employees in four quartile pay bands (dividing all employees into four equal pay parts)



Showcase Cinema Results

The mean gender pay gap.	13%
The median gender pay gap	3.5%
The proportion of males and females receiving a bonus in the 12 months leading up to the snapshot date of the 5 th April 2017	Male 29.8% Female 27.5%
The mean gender bonus gap	Mean 71%
The median gender bonus gap	Median 85.6%