

SHOWCASE

CINEMAS

Gender Pay Gap Report
2021



SHOWCASE

CINEMAS

About Us

Showcase and Showcase Cinema de Lux are committed to providing our customers with the ultimate film-going experience.

We have 17 cinemas across the UK, and our diverse workforce is key to offering guest services ranging from box office/ticketing to screenings/live events and food and drink operations (including concessions stands and Costa Coffee)

Teams work across a wide range of opening times over 7 days a week to offer a premium leisure experience to a wide audience.

Cinema operations are supported by our Food & Beverage, IT, Bookings, Marketing/Sales, HR and Head Office Administrative/Purchasing departments.

(Showcase and Showcase Cinema de Lux are owned and operated by National Amusements, Inc., a world leader in the motion picture exhibition industry)

Reporting Requirements

As we employ over 250 employees we are required to report and publish gender pay information based on set criteria.

The pay data in this report is based on a snapshot of our pay data on 5th April 2021. Reporting requirements for this period only include employees who were not furloughed due to the Covid-19 pandemic for the reporting period.

Gender pay reporting requires the following;

- ▶ 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

Bonus Pay Data – payments received in the 12 months leading up to the 5th April 2021.

Our Figures

Number of Employees

202

Employees

(non furloughed employees for reporting purposes)

(568 employees in furlough @ 5th April 2021)

Our Gender Pay Gap



Our Gender Pay is:

Mean 22% - this is the difference in average hourly pay rates of that of male & female employees

Median 13% - this shows the difference in the mid point of hourly pay rates for male and female employees.

Our Bonus Pay Gap

Our Bonus Gap is:

Mean 68% - this is the difference in average bonus pay that male and female employees receive.

Median 10% - this shows the mid point of the bonus pay received by male and female employees.

Male and Females whom received a bonus:



Pay Quartiles

Proportion of male and females by pay quartiles (Dividing all employees into four equal pay parts)



| | Male % | Female % |
|-----------------------|--------|----------|
| Upper Quartile | 45 | 54 |
| Upper Middle Quartile | 38 | 62 |
| Lower Middle Quartile | 67 | 33 |
| Lower Quartile | 78 | 22 |

Government guidelines stated only non furloughed employees should be reported on, therefore for the purposes of this report only 202 non furloughed employees are reported on versus a head count of 770 for the reporting period.

Our Gap

Our People

At Showcase Cinemas we want all of our employees to be able to showcase their best, feel valued and contribute



Our Gender Pay & Bonus Gap

During the pandemic and at the time of reporting there were significant periods of time where our cinemas were not operational; as a result of this we had a high number of employees in furlough.

When reviewing our current gender pay gap against previous years this should be taken into consideration.

We have a higher % of male employees in the upper quartiles, these roles tend to be cinema management and senior roles.

Data in this report shows a slight shift in the male and female split in the lower to mid quartiles due to the number of employees in furlough.

The senior roles were those that remained out of furlough which still accounts for the higher male % in the upper quartile.

Senior roles attract a larger overall opportunity for bonus pay. We have a higher proportion of males in our senior roles.

Our Commitment

We are committed to ensuring fairness and equal opportunities for all our workforce.

Our people agenda will continue to ensure we offer flexibility, training and development opportunities for all our employees.



I confirm that the information and data provided is accurate.

Zilla Mayne *Chartered MCIPD*

Human Resources Director – UK Theatres