

Delfont Mackintosh Theatres Limited
Gender Pay Reporting 2024

We are an equal opportunities employer and our recruitment process is open to all. We are determined to foster a culture of inclusivity and respect where everyone feels valued and supported. Our policy is to pay employees equally for the same or equivalent work.

PAY GAP (Data as at APRIL 2024)

Difference in hourly rates of pay - Mean	14.8%
Difference in hourly rates of pay - Median	9.9%

EMPLOYEES BY QUARTILE PAY BAND (Data as at APRIL 2024)

	Male % of employees	Female % of employees
Upper	62.1%	37.9%
Upper Middle	49.1%	50.9%
Lower Middle	35.4%	64.6%
Lower	42.8%	57.2%

BONUS GAP (Data as at APRIL 2024)

Difference in Bonus Pay - Mean	62.4%
Difference in Bonus Pay - Median	55.6%

Proportion of employees receiving bonus pay (Data as at April 2024)

Male employees	Female employees
6.4%	5.7%

I confirm the data reported is accurate.



William Village
Chief Executive Officer
April 2025