

**Delfont Mackintosh Theatres Limited**  
**Gender Pay Reporting 2020**

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 2020)**

Difference in hourly rates of pay - Mean	17.3%
Difference in hourly rates of pay - Median	21.5%

**EMPLOYEES BY QUARTILE PAY BAND (Data as at APRIL 2020)**

	<u>Male % of employees</u>	<u>Female % of employees</u>
Upper	66.5%	33.5%
Upper Middle	61.5%	38.5%
Lower Middle	41.9%	58.1%
Lower	43.1%	56.9%

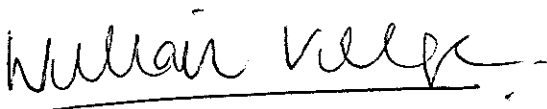
**BONUS GAP (Data as at APRIL 2020)**

Difference in Bonus Pay - Mean	44.4%
Difference in Bonus Pay - Median	14.1%

**Proportion of employees receiving bonus pay (Data as at April 2020)**

<u>Male employees</u>	<u>Female employees</u>
28.0%	33.7%

I confirm the data reported is accurate.



William Village  
Chief Executive Officer  
October 2021