

**Delfont Mackintosh Theatres Limited**  
**Gender Pay Reporting 2018**

We are committed to maintaining a positive and inclusive working environment and have a clear policy of paying employees equally for the same or equivalent work, this includes ensuring that individuals have equal access to jobs regardless of their sex, race, religion or belief.

**PAY GAP (Data as at APRIL 2018)**

Difference in hourly rates of pay - Mean	16.9%
Difference in hourly rates of pay - Median	21.3%

**EMPLOYEES BY QUARTILE PAY BAND (Data as at APRIL 2018)**

	<u>Male % of employees</u>	<u>Female % of employees</u>
Upper	68.7%	31.3%
Upper Middle	58.5%	41.5%
Lower Middle	51.7%	48.3%
Lower	39.7%	60.3%

**BONUS GAP (Data as at APRIL 2018)**

Difference in Bonus Pay - Mean	31.9%
Difference in Bonus Pay - Median	2.5%

**Proportion of employees receiving bonus pay (Data as at April 2018)**

<u>Male employees</u>	<u>Female employees</u>
29.1%	31.1%

I confirm the data reported is accurate.



Richard Johnston  
Chief Executive Officer  
March 2019