

Delfont Mackintosh Theatres Limited
Gender Pay Reporting 2017

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 2017)

| | |
|--|-------|
| Difference in hourly rates of pay - Mean | 17.4% |
| Difference in hourly rates of pay - Median | 13.4% |

EMPLOYEES BY QUARTILE PAY BAND (Data as at APRIL 2017)

| | <u>Male % of employees</u> | <u>Female % of employees</u> |
|--------------|----------------------------|------------------------------|
| Upper | 72.7% | 27.3% |
| Upper Middle | 57.9% | 42.1% |
| Lower Middle | 50.4% | 49.6% |
| Lower Middle | 46.7% | 53.3% |

BONUS GAP (Data as at APRIL 2017)

| | |
|----------------------------------|-------|
| Difference in Bonus Pay - Mean | 41.4% |
| Difference in Bonus Pay - Median | -2.3% |

Proportion of employees receiving bonus pay (Data as at April 2017)

| <u>Male employees</u> | <u>Female employees</u> |
|-----------------------|-------------------------|
| 29.6% | 29.4% |

I confirm the data reported is accurate.



Richard Johnston
Chief Executive Officer
March 2018