

**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