



# Hollywood Bowl Group

## Gender Pay Gap Report 2021



This report is published in accordance with the Equality Act 2010 and includes calculations showing the difference in the average pay of men and women across the entire organisation and all roles. It does not directly compare people or groups carrying out the same or similar roles. Our Gender Pay Gap Report measures for the snapshot date of 5th April 2021, using the mechanisms set out in the gender pay reporting legislation.

The business was closed due to the COVID-19 national lockdown on 5<sup>th</sup> April 2021 and 99.9% of our team were furloughed at this time.

As furloughed team members were not receiving their normal pay on this day, they have been excluded from the calculations in this report in accordance with the mechanisms set out in gender pay reporting legislation.

As a result, only 10 team members are included in the calculations meaning this report does not give a representative picture for Hollywood Bowl Group.

- Our people are the face of our business and are key to ensuring that customers enjoy the best possible experience every time they visit.
- We take care to recruit the most engaging and energetic team members who are strong people with an entrepreneurial approach, regardless of gender.
- We are committed to equality and inclusion for every one of our team members and are proud to provide an inclusive and supportive environment where both males and females can achieve their full potential.
- We run several top talent management and incentive programmes to ensure we continue to attract, retain and nurture the best people
- At Hollywood Bowl Group we are confident that men and women are paid equally when working in equivalent roles.
- We are committed to providing an inclusive environment and firmly believe that no-one should suffer discrimination on the grounds of race, colour, ethnicity, religious belief, political affiliation, gender, sexual orientation, age or disability.

I can confirm that the data published in this report is accurate.



Stephen Burns, CEO - Hollywood Bowl Group plc

## Group pay and bonus gap

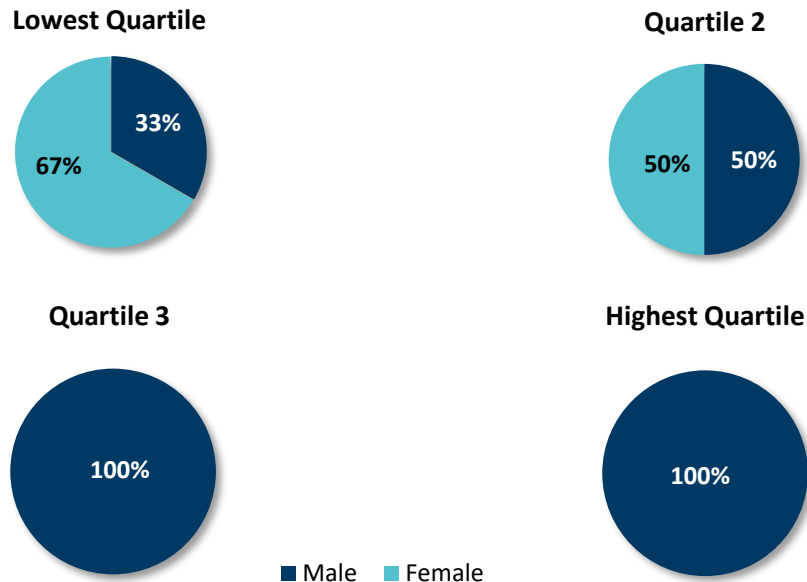
- The table shows our overall mean and median gender pay gap and gender bonus gap as at the snapshot date of 5th April 2021

DIFFERENCES BETWEEN MEN AND WOMEN

	MEAN	MEDIAN
HOURLY FIXED PAY	79.3%	41.1%
BONUS PAID	-66.1%	-316.7%

## Pay quartiles

- The charts show the gender distribution across four equally sized pay quartiles



## Proportion of colleagues receiving a bonus

- The charts show the percentage of male and female team members who received a bonus payment in the year up to and including 5th April 2021

