



STAY INFORMED

DIVERSITY, EQUITY & INCLUSION
POLICY

OUR POLICY

Our vision at Hollywood Bowl Group is that we're committed to making our mission part of every team member's journey. We believe our differences are our greatest strength.

Our approach is authentic, organic, and always evolving to create a workplace where everyone, regardless of difference can thrive.

At Hollywood Bowl Group (HBG), diversity, equity and inclusion run through our DNA, it's part of everything we do. From how we attract and develop talent, to how we train, engage, and retain our teams, our DEI framework is built around creating a positive workplace.

Our DEI Framework ensures we focus on five key areas: inclusive recruitment, training and tools, community engagement, data-driven insights, and transparent progress.



Different Lanes. Same Goal. Let's Roll.

OUR RESPONSIBILITIES

We must not:

- Discriminate based on age, disability, gender identity, pregnancy or maternity, race, religion or belief, sexual orientation, marriage/civil partnership or any other basis.

We must:

- Recruit, promote, and reward based on merit potential and ability
 - Continually develop our recruitment processes to ensure we attract people from a wide range of cultural, social and economic backgrounds.
 - Ensure fairness in pay, benefits, and working conditions.
 - Do our best to provide reasonable adjustments to support all team members were necessary.
 - Investigate discrimination complaints promptly and fairly.
 - Promote inclusive leadership through training and accountability.
 - Celebrate diversity through our DEI Champions and internal communications.
 - Improve our diverse talent throughout our business and in senior leadership roles by providing development and progression opportunities that are open to all.
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BOARD RESPONSIBILITIES

The board sets out to ensure an inclusive and diverse membership, resulting in optimal decision-making and assisting in the development of a strategy which promotes the success of the Group for the benefit of its members as a whole having regard to the interests of other stakeholders.

The Board's objectives

The Board aspires to maintain a balance such that:

- At least 2 members of the Board are female, with a continuing aspiration to achieve no less than 40% female representation on the Board; and
- That at least one director will be from a non-white ethnic minority background;

while recognising that:

- All appointments must continue to be made on merit;
- New appointees must embody the culture and values of the Group; and
- Candidates who have not had previous board experience in executive and non-executive roles may be considered;
- On an ongoing basis, periods of change in Board composition may result in temporary periods when this balance is not achieved.

To support these objectives, the Board will only engage executive search firms that are signatories to the Executive Search Firms Voluntary Code of Conduct (or otherwise have a demonstrable commitment to promoting a diverse pipeline of candidates), and will encourage engaged firms to produce long lists which include women and/or candidates from a diversity of backgrounds, with the skills and experience required.

Diversity (including gender and ethnicity) will be taken into consideration when evaluating the skills, knowledge and experience desirable to strengthen the Board, and when making appointments.

The Board supports and monitors management's actions to increase the proportion of senior leadership roles held by women, people from ethnic minority backgrounds and other under-represented groups across the Company in support of the FTSE Women Leaders and Parker Review recommendations.

Objectives for achieving Board diversity will be reviewed on an annual basis.

RAISING YOUR CONCERNS

If you see any evidence of unlawful discrimination in terms of somebody's conduct or in any of our working practices, please let your line manager or People Partner know, so that we can investigate and take appropriate action. This includes discrimination against or by our team members, customers or suppliers

Who This Policy Applies To

This policy applies to all HBG employees, contractors, suppliers, and anyone working on behalf of the business.