



Hollywood Bowl Group

Gender Pay Gap Report 2022



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 2022, using the mechanisms set out in the gender pay reporting legislation.

- 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.

Comparatives with 2021 data are not included in this report as the business was closed due to the COVID-19 national lockdown on 5th 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 were excluded from the calculations in 2021 in accordance with the mechanisms set out in gender pay reporting legislation.

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 2022

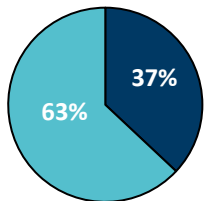
DIFFERENCES BETWEEN MEN AND WOMEN

	MEAN	MEDIAN
HOURLY FIXED PAY	16.4%	5.5%
BONUS PAID	39.8%	34.7%

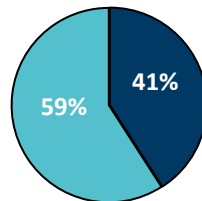
Pay quartiles

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

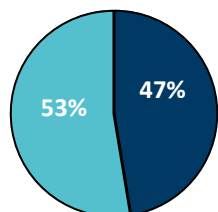
Lowest Quartile



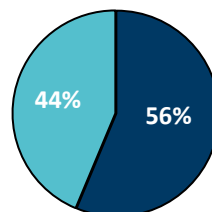
Quartile 2



Quartile 3



Highest Quartile

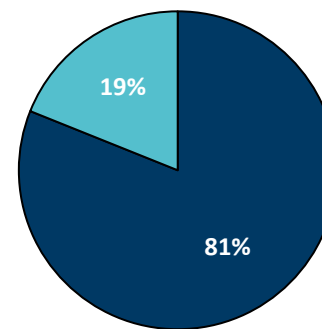


■ Male ■ Female

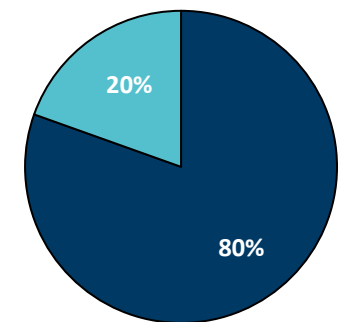
Proportion of colleagues receiving a bonus

- 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 2022

Male



Female



■ % paid bonus
■ % not paid bonus