



GENDER PAY GAP REPORT

2020



hollywood bowl
group plc



OVERVIEW

- 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 2020, using the mechanisms set out in the gender pay reporting legislation.
- Due to lockdown restrictions over 98% of our employees were furloughed on the snapshot date of 5th April 2020, however as per the guidelines, they are still included in our calculations as they were receiving full pay.



OUR PEOPLE

- 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

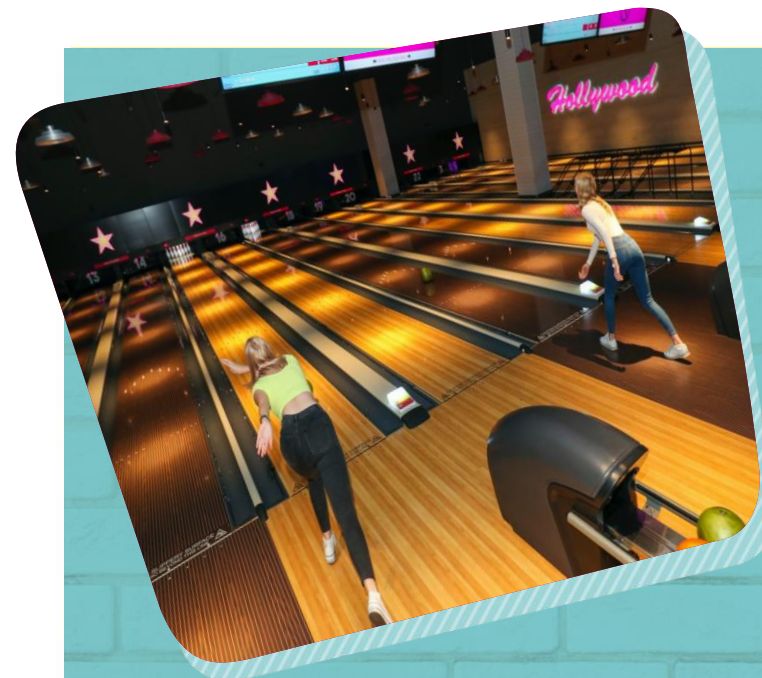
CEO - Hollywood Bowl Group plc



GROUP PAY AND BONUS GAP

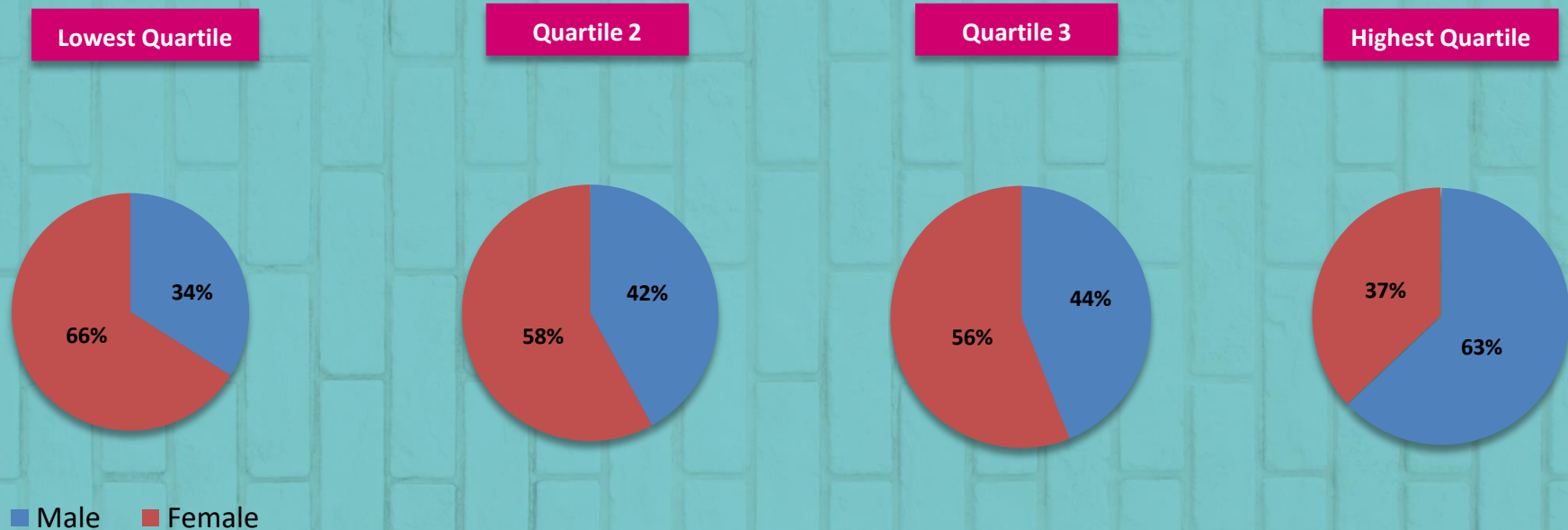
- The table below shows our overall mean and median gender pay gap and gender bonus gap as at the snapshot date of 5th April 2020

	MEAN	MEDIAN
HOURLY FIXED PAY	21.1%	6.2%
BONUS PAID	69.6%	52.6%



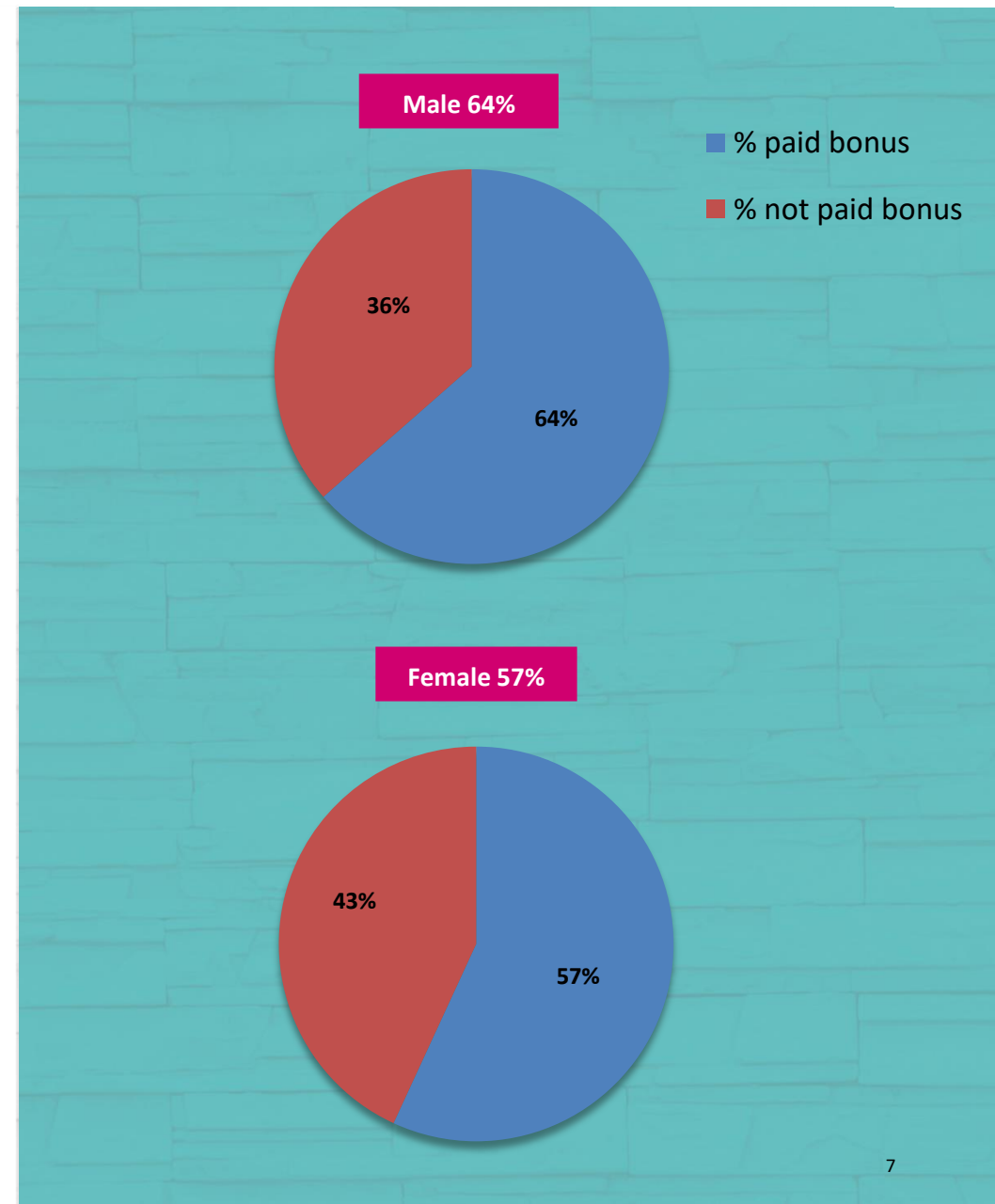
PAY QUARTILES

- The Group's team member population is 54% female and 46% male. The charts show the gender distribution across four equally sized pay quartiles, each with just under 500 team members.
- We have a higher representation of females in the lowest, second and third quartiles and a higher representation of males in the highest quartile.
- There is an impact on average pay rates because of the proportion of roles held by men and women in the three lower and the highest 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 2020.
- This shows a 7% difference between the number of men and women who received a bonus, which is an improvement of 8% compared to last year, when 15% more men than women received a bonus.
- A significant amount more employees achieved a bonus this year as we trialled performance related bonuses for our hourly paid team. The amount of men who received a bonus increased by 35% and the amount of women who received a bonus increased by 43%.



The background of the entire image is a solid pink color with a repeating chevron pattern. The chevrons are formed by multiple parallel lines of varying shades of pink, creating a 3D, layered effect. The pattern consists of a series of downward-pointing chevrons stacked on top of each other, with each layer slightly offset from the one below it.

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