



**GENDER PAY GAP
REPORT 2018
HOLLYWOOD BOWL GROUP**

GENDER PAY GAP REPORT 2018

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 our 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 2018, using the mechanisms set out in the gender pay gap reporting legislation.

Our People

- Our people are the face of our business, they are key to our customers' overall experience. We take care to recruit only the most engaging and energetic team members, strong people with an entrepreneurial approach, regardless of gender.
- We are committed to equality and inclusion for every one of our team members and we 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 can continue to attract, retain and nurture the best people.

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- ▶ We are excited about the launch of our second save as you earn share save scheme (SAYE) in January 2019. This continues to give all of our team the opportunity to share in the financial success of the business.
- ▶ 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

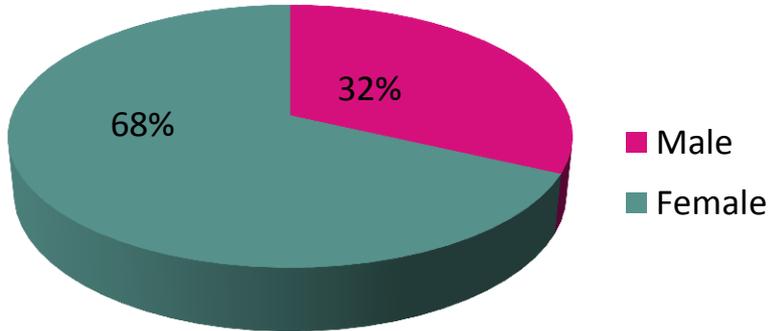
GROUP PAY AND BONUS GAP

▶ The table below shows our overall mean and median gender pay gap and gender bonus gap as at the snapshot date of 5th April 2018.

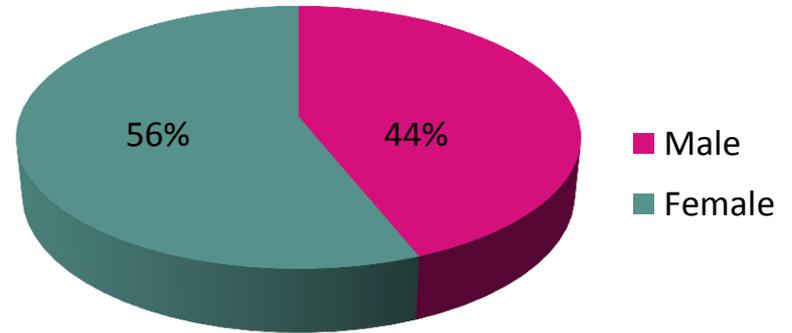
	MEAN	MEDIAN
HOURLY FIXED PAY	19.3%	5.5%
BONUS PAID	32.4%	-27.2%

PAY QUARTILES

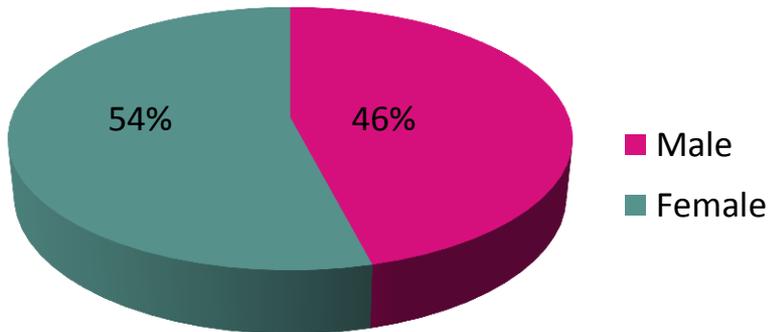
Lowest Quartile



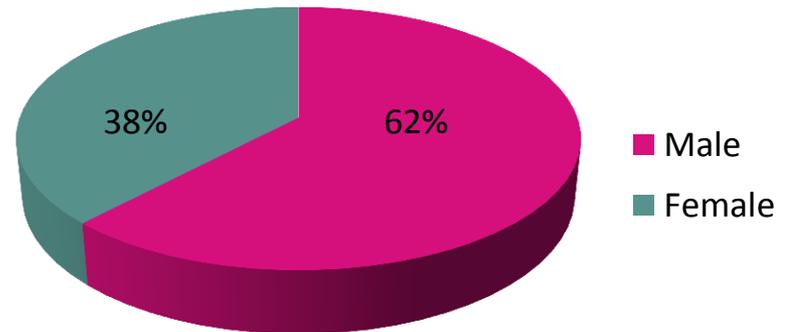
Quartile 2



Quartile 3



Highest Quartile



PAY QUARTILES (CONTINUED)

- ▶ Hollywood Bowl Group's employee population is 54% female.
- ▶ The quartile pie charts show the gender distribution across four equally sized pay quartiles, each containing just under 500 team members.
- ▶ They show that we have a higher representation of females in our lowest quartile and quartile 2; with males and females being more equally represented in quartile 3 and a higher representation of males in the highest quartile.
- ▶ Therefore, there is an impact on average pay rates as a consequence of the proportion of roles held by men and women in the two lower and the highest quartiles.

PROPORTION OF COLLEAGUES RECEIVING BONUS

- The below charts show the percentage of male and female team members who received a bonus payment in the year up to and including 5th April 2018. This shows a 14% difference between the number of male and female team members who received a bonus.
- Bonus payments are awarded for centre performance to the centre management teams and for some of the support team, 26% of total employees are eligible for bonus.
- Centre Managers are key to the success of the company, we give them the autonomy to run their own business and share their centre's success via a significant bonus scheme

