

Delfont Mackintosh Theatres Limited
Gender Pay Reporting 2023

We are an equal opportunities employer and our recruitment process is open to all. We are determined to foster a culture of inclusivity and respect where everyone feels valued and supported. Our policy is to pay employees equally for the same or equivalent work.

PAY GAP (Data as at APRIL 2023)

Difference in hourly rates of pay - Mean	14.9%
Difference in hourly rates of pay - Median	13.4%

EMPLOYEES BY QUARTILE PAY BAND (Data as at APRIL 2023)

	<u>Male % of employees</u>	<u>Female % of employees</u>
Upper	57.7%	42.3%
Upper Middle	56.0%	44.0%
Lower Middle	35.2%	64.8%
Lower	40.1%	59.9%

BONUS GAP (Data as at APRIL 2023)

Difference in Bonus Pay - Mean	60.7%
Difference in Bonus Pay - Median	46.4%

Proportion of employees receiving bonus pay (Data as at April 2023)

<u>Male employees</u>	<u>Female employees</u>
6.0%	5.1%

I confirm the data reported is accurate.



William Village
Chief Executive Officer
April 2024