

GENDER PAY GAP REPORT 2021

LW THEATRES GROUP LTD. GENDER PAY GAP REPORT 2021

Under legislation that came into force in 2017, all UK companies who employ more than 250 people are required to publish figures relating to their gender pay gap. Whilst no individual entity within LW Theatres meets the threshold this year, we are voluntarily sharing information about our gender pay gap and representation across our group.

The gender pay gap is the difference between the gross hourly earnings for all men and the gross hourly earnings for all women in the organisation. The gender pay gap takes account of average hourly earnings across all jobs, at all levels and all salaries, within the organisation. Many factors cause gender pay gaps, even in organisations where men and women are paid the same to do the same job. At LW Theatres, we ensure men and women are paid equally for the same job and jobs of equal value.

Over the last two years, LW Theatres' business has been severely impacted by the Coronavirus pandemic. In March 2020 we were forced to close the doors of our theatres and, as a result, our headcount dramatically reduced. It was not until June 2021, after the date of this report, that our theatres began to reopen to the public. Therefore, the data in this report relates to a workforce which was less than a quarter of what it would be at full capacity.

Since the snapshot date, we have welcomed audiences back to our theatres and recruited a full workforce – with a dedicated focus on diversity and equality in everything that we do. We strive – and will always strive – to provide an inclusive culture and work hard to attract, develop and retain a diverse and talented team.

WHAT WE ARE DOING TO IMPROVE OUR DIVERSITY

We compensate and promote people based on their roles, experience and performance. We are proud to have an excellent track record in employing based on skill and the value they will bring to our business.

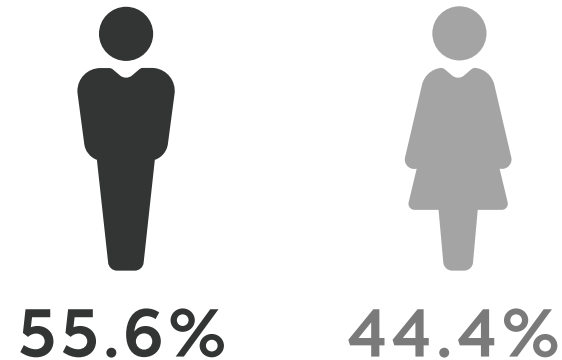
We will always be committed to looking at all our workforce as a family of individuals and review all ways that we improve diversity across our Company. This includes, but is not limited to:

- Reviewing job advertisements to ensure we use gender neutral and jargon free copy.
- Continuing to actively support women into career paths across our operation which have traditionally been male dominated – in particular, backstage technical roles. This includes our support of apprenticeship programmes.
- Using a new recruitment platform, which enables anonymous shortlisting for recruitment campaigns and captures equal opportunities data, providing a benchmark against which future measures of diversity, equality and inclusion can be compared.
- Delivering dignity and inclusion at work training to everyone in our head office and our venues. We have an ongoing commitment to this training and continue to refresh knowledge and skills in these areas across our teams.
- Adopting a hybrid working policy and investing in training and technology to enable our employees to work flexibly, should they choose to do so.
- Working collaboratively with colleagues so that recruitment, training, promotion and compensation decisions are as diverse and inclusive as possible.
- Working with external organisations and referral partners to reach more candidates from under-represented groups.
- Supporting family friendly initiatives, including enhanced family leave offerings and flexible working.

OUR 2021 GENDER PAY AND BONUS GAP DATA

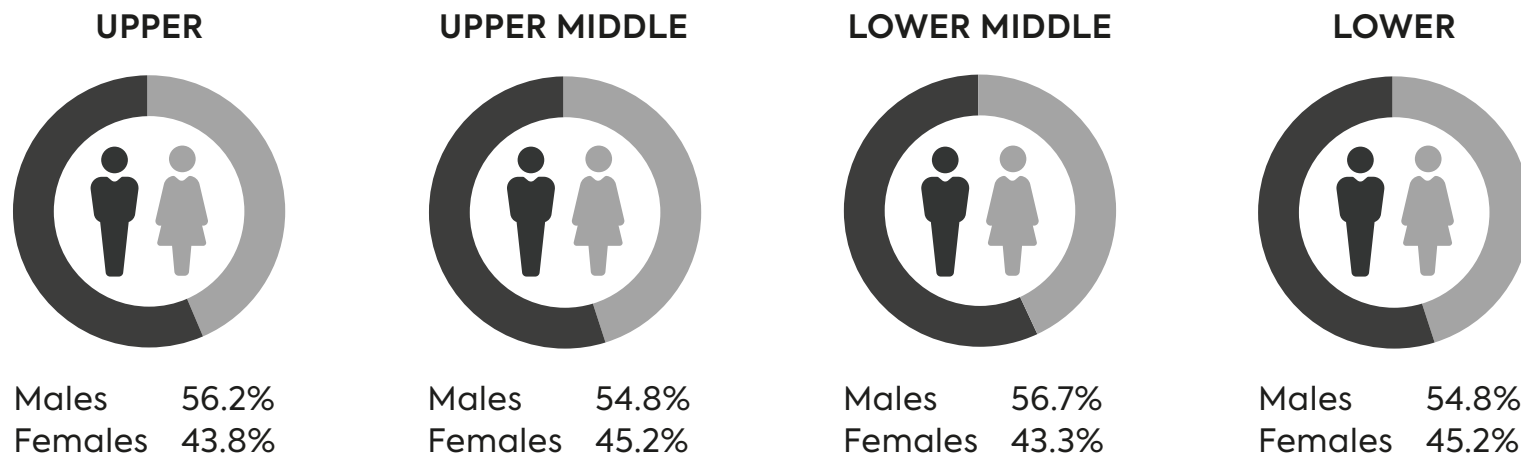
GENDER RATIO

The proportion of employees that are male and female



PAY QUARTILES

The proportion of employees in each quartile pay band:



GENDER PAY GAP

The overall mean and median gender pay gap as at the snapshot date of 5 April 2021.

MEAN

Everybody's hourly pay added up and divided by the total number of employees.

8.4%

Mean hourly pay gap.

MEDIAN

Everybody's hourly pay ordered from highest to lowest, with the median being the middle figure within a set of data.

-9.4%

Median hourly pay gap.

Note: A positive percentage shows that males are paid more; a negative percentage shows that females are paid more.

BONUS PAY

The proportion of employees who received bonus pay in the 12 months to 5 April 2021.



2.6%



5.4%

BONUS GENDER PAY GAP

The overall mean and median bonus gender pay gap.

MEAN

3.5%

MEDIAN

6.5%

I confirm on behalf of LW Theatres Group Ltd that the information provided is accurate.

A handwritten signature in black ink, appearing to read 'L Chapman', positioned above the name and title of the Chief Financial Officer.

Lawrence Chapman
Chief Financial Officer