

GENDER PAY GAP REPORT 2022

LW THEATRES GROUP LTD. GENDER PAY GAP REPORT 2022

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 not every 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 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. At LW Theatres, we ensure men and women are paid equally for the same job and jobs of equal value.

Our theatres began to reopen to the public in June 2021, following lengthy closures due to the Covid pandemic. In April 2022, the time this data was captured, the LW team was largely back to full strength. As we've rebuilt the business, attracting a diverse and talented workforce has been at the forefront of our ambitions. Today, we are proud that 56% of our Executive and Senior Leadership Teams are female.

OUR 2022 GENDER PAY AND BONUS GAP DATA

The following data is as at the snapshot date, 5 April 2022.

GENDER RATIO

The proportion of employees that are male and female

M
49%

F
51%

PAY QUARTILES

The proportion of employees in each quartile pay band:

UPPER



Males 62.15%
Females 37.85%

UPPER MIDDLE



Males 57.95%
Females 42.05%

LOWER MIDDLE



Males 34.86%
Females 65.14%

LOWER



Males 40.91%
Females 59.09%

GENDER PAY GAP

MEAN

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

16.06%

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.

16.97%

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 2022.

M **F**
0.14% **0%**

BONUS GENDER PAY GAP

The overall mean and median bonus gender pay gap.

MEAN **MEDIAN**
100% **100%**

*A single bonus was paid in the period, which has disproportionately skewed these figures.

WHAT WE ARE DOING TO IMPROVE OUR DIVERSITY

While we are proud of the changes we continue to make to improve our Gender Pay Gap, we know there is always more we can do. The LW team are a family of individuals; this is one of our core values. We believe that celebrating our differences is key to our success. It is vital to us that we continue to review the way we do things to ensure we do more to diversify our workforce and provide an inclusive culture where everyone can succeed.

We compensate and promote people based only on their roles, experience and performance and are proud to have an excellent track record in employing based on the skill and value that individuals bring to our business. We have policies, systems and training in place to ensure this happens consistently.

Some of the things we're doing to improve diversity and reduce our gender pay gap are:

- Placing a statement on job adverts to let candidates know that we are open to considering flexible working options and ensuring we think creatively and openly about all flexible working requests.
- Continuing to actively support women into career paths across our operation which have traditionally been male dominated – in particular, backstage technical roles. This includes the introduction of a structured work experience programme, which we will promote to female students. In addition, we will soon be introducing apprenticeships.
- Continuing to use and develop our 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.

WHAT WE ARE DOING TO IMPROVE OUR DIVERSITY (Continued)

- Delivering dignity and inclusion at work training to everyone in our business. We have an ongoing commitment to this training and continue to refresh knowledge and skills in these areas across our teams and mitigate the impact of unconscious bias.
- Delivering inclusive leadership training to our managers to ensure they continue to champion a culture of respect and inclusivity in their teams.
- 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 and support the work of partners who aim to improve access and equality in the workplace, such as Parents in Performing Arts (PiPA).
- We aim to support women throughout their careers and have introduced specific policies which promote inclusivity, such as pregnancy loss, fertility treatment and menopause support.

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



Lawrence Chapman
Chief Financial Officer