

A man and a woman are sitting in a movie theater, laughing heartily. They are seated in black leather chairs. The woman is on the left, wearing a pink top and blue jeans, holding a box of popcorn. The man is on the right, wearing a red sweater and dark pants, with his arms crossed. There are Showcase Cinemas branded cups on the armrests of their seats. The theater is dimly lit, with the focus on the couple.

Gender Pay Gap Report

2024

SHOWCASE
CINEMAS

About Us

Showcase and Showcase Cinema de Lux are committed to providing our customers with the ultimate film-going experience.

We have 17 cinemas across the UK, and our diverse workforce is key to offering guest services ranging from box office/ticketing, screenings, concession services in our bar, costa and food & drink stands.

Teams work across a wide range of opening times over 7 days a week to offer a premium leisure experience to a wide audience.

Cinema operations are supported by our Food & Beverage, IT, Bookings, Marketing/Sales, HR and Head Office Administrative/Purchasing departments.

(Showcase and Showcase Cinema de Lux are owned and operated by National Amusements, Inc., a world leader in the motion picture exhibition industry)

Reporting Requirements

As we employ over 250 employees we are required to report and publish gender pay information based on set criteria.

The pay data in this report is based on a snapshot of our pay data on 3rd April 2024.

Gender pay reporting requires the following;

- Mean and median gender pay gap
- Mean and median gender bonus gap
- Proportion of males and females receiving a bonus
- Proportion of males and females by quartiles pay band

Bonus Pay Data – payments received in the 12 months leading up to the

3rd April 2024.

Our Figures

Number of employees

933 employees

Our Gender Pay Gap



- **Our Gender Pay is:**
- **Mean 16.33%** - this is the difference in average hourly pay rates of that of male & female employees
- **Median 2.65%** - this shows the difference in the mid point of hourly pay rates for male and female employees.

Our Bonus Pay Gap

- **Mean 49.41%** - this is the difference in average bonus pay that male and female employees receive.
- **Median 29.44%** - this shows the mid-point of the bonus pay received by male and female employees.
- **Male and Females who received a bonus:**



Pay Quartiles

Proportion of male and females by pay quartiles
(Dividing all employees into four equal pay parts)



Upper Quartile	76.74	23.26
Upper Middle Quartile	62.79	37.21
Lower Middle Quartile	53.49	46.51
Lower Quartile	60.47	39.53

Our Gap

Our People

At Showcase Cinemas we want all of our employees to be able to showcase their best, feel valued and able to contribute to our success.



Our Gender Pay & Bonus Gap

We have a higher % of male employees in the upper quartiles, these roles tend to be cinema management and senior roles.

Senior roles attract a larger overall opportunity for bonus pay. We have a higher proportion of males in our senior roles.

Our Commitment

We are committed to ensuring fairness and equal opportunities for all our workforce.

Our people agenda will continue to ensure we offer flexibility, training and development opportunities for all our employees.

I confirm that the information and data provided is accurate.

Karen Clarridge

Human Resources Director – UK Theatres

SHOWCASE
CINEMAS