



BIG SCREEN ENTERTAINMENT

# GENDER PAY GAP SUMMARY

With over 4,500 employees across two Vue entities (Vue Services and Vue Entertainment), we believe in creating an environment where everyone feels valued and empowered to fulfil their potential. This is the second year that we have published our gender pay information, and we are confident that our gender pay gap is not caused by men and women being paid differently to do the same job, but is instead driven by the structure of the workforce.

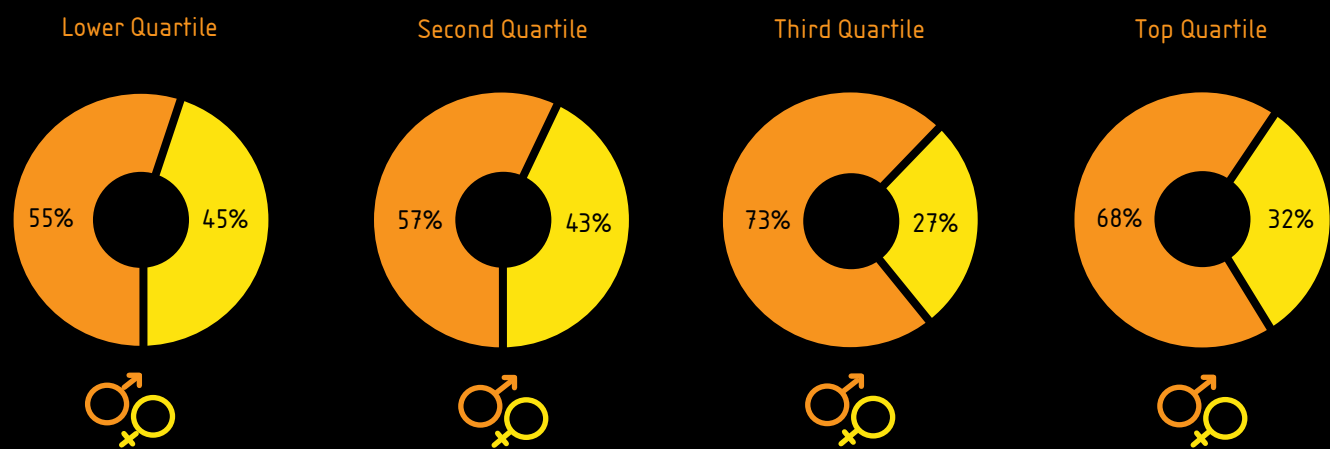
## GENDER AND BONUS PAY GAP

Vue has two UK entities with at least 250 employees, and we have calculated our Gender Pay Gap and Gender Bonus Gap for these two entities as at the snap shot date (5th April 2018). This captures the mean and median differences in hourly pay and bonus paid to men and women in the year up to and including 5th April 2018. A negative figure indicates a higher percentage paid to women and a positive figure indicates a higher percentage paid to men.

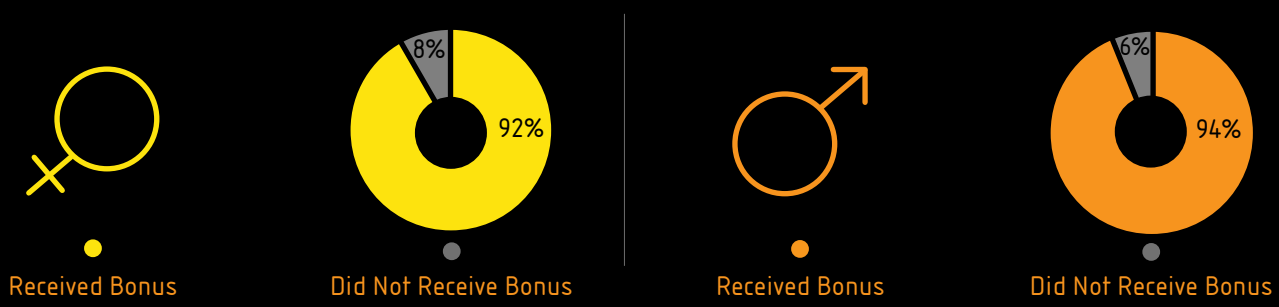
## PAY AND BONUS GAP: VUE SERVICES

	Mean (Average)	Median (Mid Range)
Pay Gap	11.7%	17.5%
Bonus Gap	8.9%	23.0%

## PROPORTION OF MALES AND FEMALES IN EACH QUARTILE



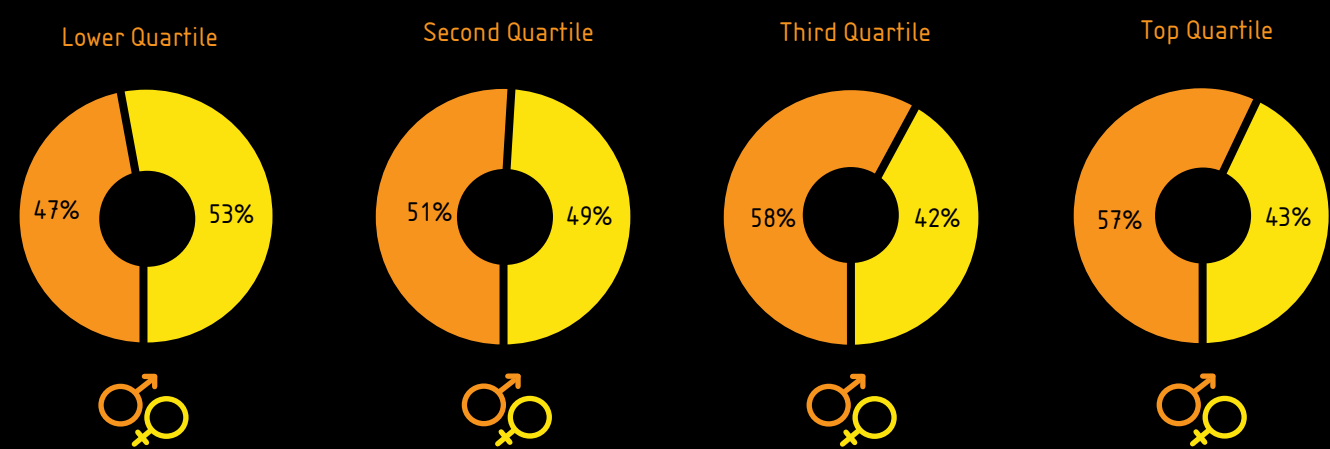
## PROPORTION OF MALE AND FEMALES RECEIVING A BONUS PAYMENT



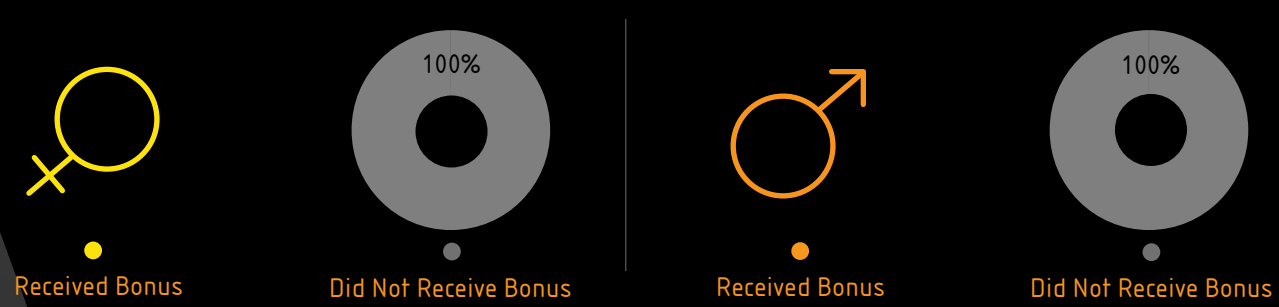
## PAY AND BONUS GAP: VUE ENTERTAINMENT

	Mean (Average)	Median (Mid Range)
Pay Gap	2.6%	0.5%
Bonus Gap	0.0%	0.0%

## PROPORTION OF MALES AND FEMALES IN EACH QUARTILE



## PROPORTION OF MALE AND FEMALES RECEIVING A BONUS PAYMENT



Vue is committed to making full use of the talent and resources of all of our colleagues, and to ensuring that no one receives unjustified less favourable treatment on the grounds of their race, nationality, gender, sexual orientation, age, religion / belief, ethnic origin, disability, marital status, part-time or fixed term status.

At Vue, we are passionate about identifying both male and female leadership at an early stage. In 2018 we increased investment in our Talent Pool programme, a structured plan designed to nurture and develop future Cinema General Managers and linked to a nationally recognised qualification. As a way of closing the Gender Pay gap, it's important that we continue to succession plan and internally promote women for future senior positions within our organisation, and I am pleased to confirm that we have been able to allocate an equal number of places to both male and female candidates for both the 2018 and 2019 Talent Pool intake.

We will continue to manage the gender pay gap through effective succession planning, targeted recruitment and effective performance management and reward systems.

I can confirm that the data in this report is accurate and has been independently verified.

  
 Peter Collins  
 Director of Human Resources, UK and Ireland

