



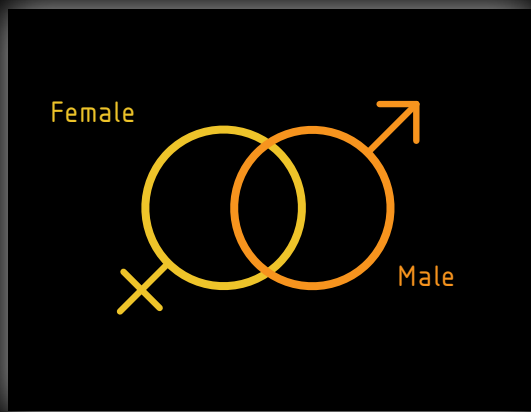
BIG SCREEN ENTERTAINMENT

GENDER PAY GAP 2021/2022 STATEMENT

As of the 04.04.2022 (the date of the reporting) Vue had two entities employing colleagues across 88 cinemas in the UK, our UK Head Office, and our UK based Vue International Group function - Vue Entertainment and Vue Services. At the time of the reporting Vue employed 4,122 permanent and fixed-term colleagues; 46% women and 54% men.

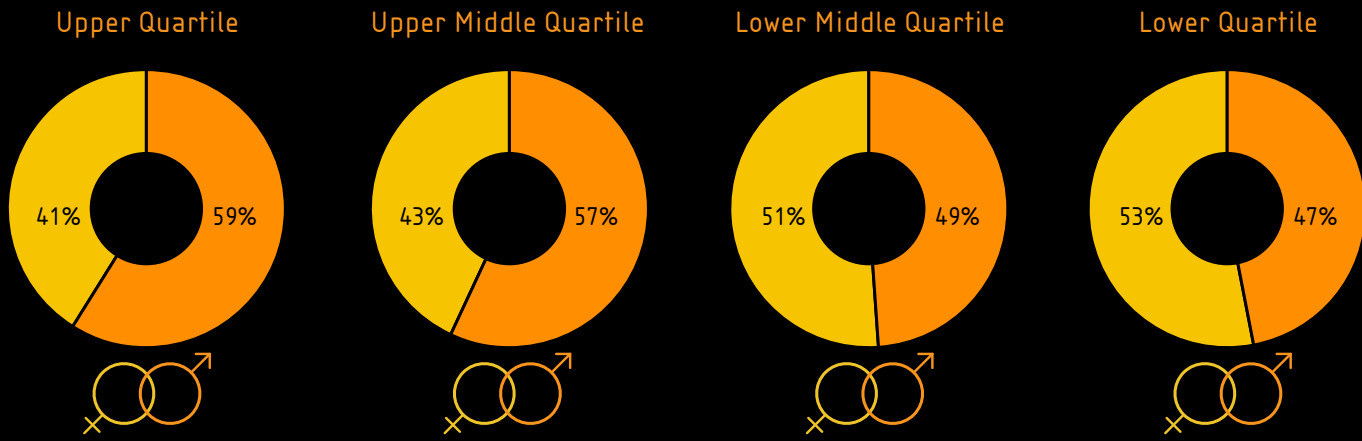
Vue Entertainment represents our hourly paid workforce, comprising 3,698 colleagues.
Vue Services represents our salaried workforce, comprising 424 colleagues.

VUE ENTERTAINMENT

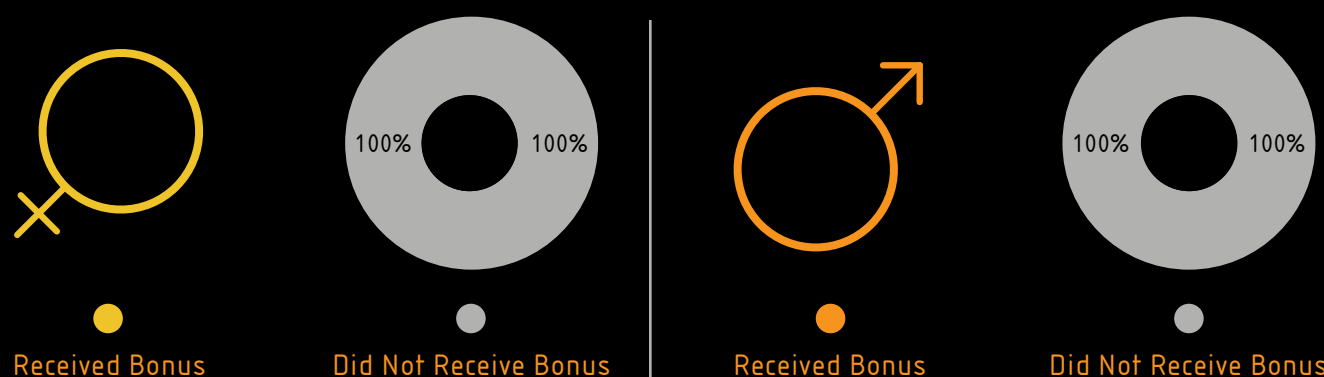


	Mean	Median
Pay Gap	2.7%	0.0%
Bonus Gap	0.0%	0.0%
Received Bonus	0	0
No Bonus	100%	100%

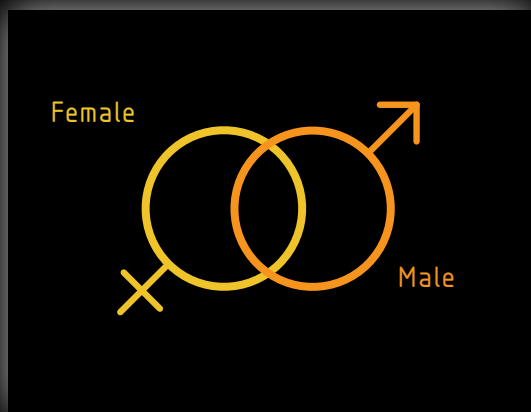
PROPORTION OF MALES AND FEMALES IN EACH QUARTILE



PROPORTION OF MALES AND FEMALES RECEIVING A BONUS PAYMENT

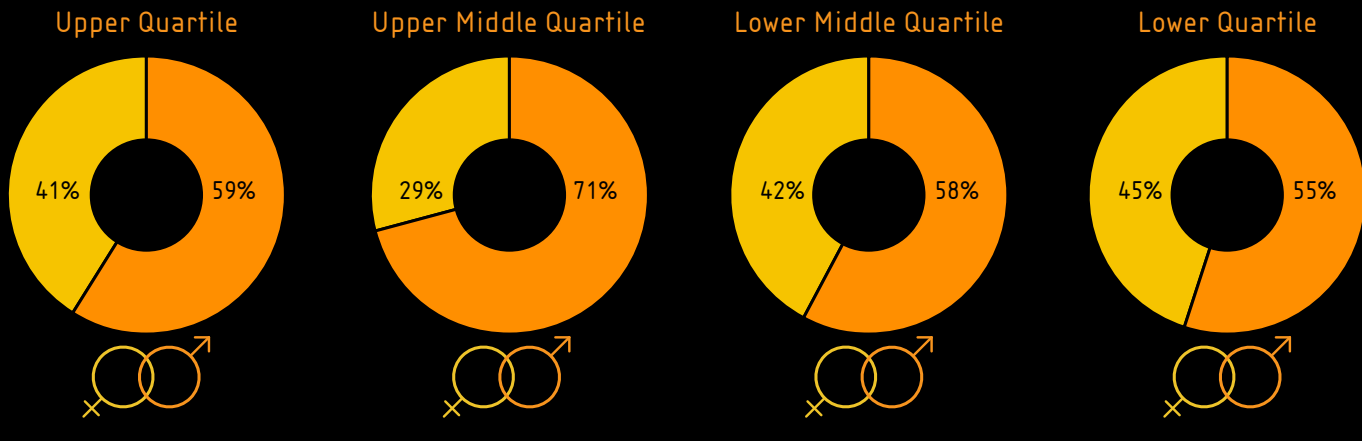


VUE SERVICES

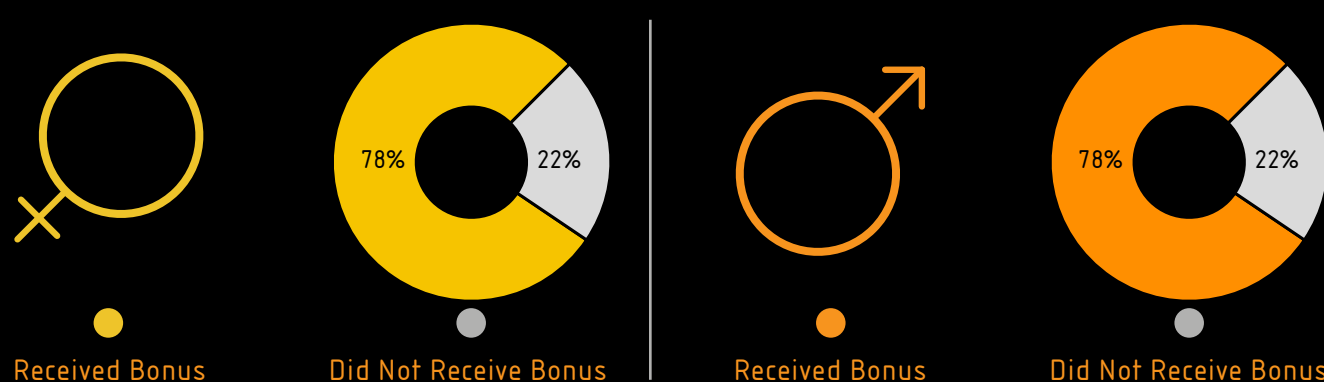


	Mean	Median
Pay Gap	12.3%	10.1%
Bonus Gap	38.6%	20.4%
Received Bonus	78%	78%
No Bonus	22%	22%

PROPORTION OF MALES AND FEMALES IN EACH QUARTILE



PROPORTION OF MALES AND FEMALES RECEIVING A BONUS PAYMENT



OUR APPROACH

With over 4000 employees across our two Vue entities (Vue Service and Vue Entertainment), we believe in creating an environment where everyone feels valued and empowered to fulfil their potential. As we continue to publish our gender pay information each year, we continue to understand that our gender pay gap is not caused by men and women being paid differently to do the same or similar roles, but is instead driven by the structure of the workforce. Vue is committed to ensuring that policies, processes and frameworks, which relate to all aspects of the employee life cycle (e.g. recruitment, on-boarding, training, performance, pay review, succession planning etc.) Promote equal access and opportunities for all, ensuring that no one receives unjustified less favourable treatment on the grounds of race, nationality, gender, sexual orientation, age, religion/belief, ethnic origin, disability, marital status, part time or fixed term status.

We are continuing to identify ways in which we are able to close the Gender Pay Gap, which includes; constantly reviewing and updating our internal policies and frameworks, investing in systems to better capture data and insights that inform our ongoing approach, as well as a commitment to delivering leadership programmes that focus on continuing to build leadership capability and behaviours relating to Diversity, Equity and Inclusion.

Toby Bradon
General Manager of Vue UK & Ireland



BIG SCREEN ENTERTAINMENT