



**OUR
INCREDIBLE
DIFFERENCES**

ODEON UK

GENDER PAY GAP REPORT 2023

ODEON CINEMAS GROUP
An **amc** company

WE PROMISE TO
CELEBRATE
YOUR INCREDIBLE
DIFFERENCES,
EMPOWERING
EVERYONE

AT ODEON CINEMAS GROUP

TO **STEP UP**
AND **SHINE**



A Note From **Suzie & Mark**

At ODEON Cinemas Group, everyone is welcome.

We celebrate our incredible differences, and we make sure that diversity, equity and inclusion are at the heart of everything we do.

We believe that everybody deserves to be given an equal opportunity to develop themselves and shape their careers, whatever their background or gender identity. And we're committed to building a culture where everyone can feel supported, valued and respected.

Our teams care deeply about our equity journey because we know that it's the only way we can succeed as a business and as individuals. Our annual gender pay gap report is a vital tool which helps our direction going forward.

A huge amount of work has been done over the last few years and, following the difficult impact of the pandemic, it's encouraging to see our efforts once more reflected in our reporting.

We recognise there are many more steps to take but we are optimistic about the future and confident in our trajectory towards a gender-equal ODEON.

Suzie Welch
Interim Managing Director UK&I
Chief People Officer Europe

Mark Way
President, AMC Europe
MD ODEON Cinemas Group

AN EXPLANATORY NOTE

The gender pay gap is the average difference between pay for men and women. UK organisations with more than 250 colleagues must report this difference as a percentage. This number is a good representation of the difference in earnings between men and women in general terms. It is not a direct comparison between the pay men and women receive for doing the same job.

The UK Government's reporting regulations require us to report gender in a binary way, categorising employees as either men or women. For this reason, this report uses the terms 'men' and 'women', whereas our internal communications normally use more open and flexible language that allows for a much more accurate reflection of the unique and personal ways our colleagues self-identify.

For the same reason, the data used in this report is drawn from our payroll records and refers to the sex a colleague was assigned at birth rather than their gender.

This 2022 report represents "ODEON UK", a combination of our two entities: ODEON Cinemas Limited and United Cinemas International (UK) Limited. Our business operates as one team across the UK, and we continue to add all new starters to ODEON Cinemas Limited. While we still report as two entities, for clarity, this report presents a combined picture. All information in this report is in line with UK Government requirements.

Mean

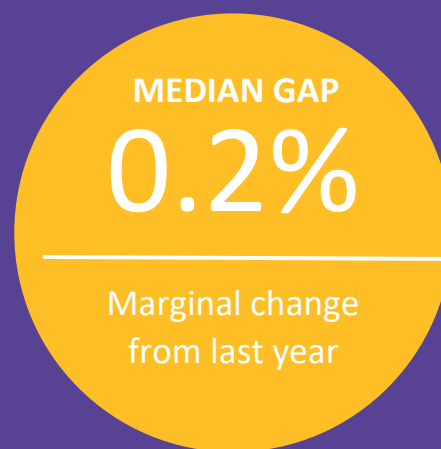
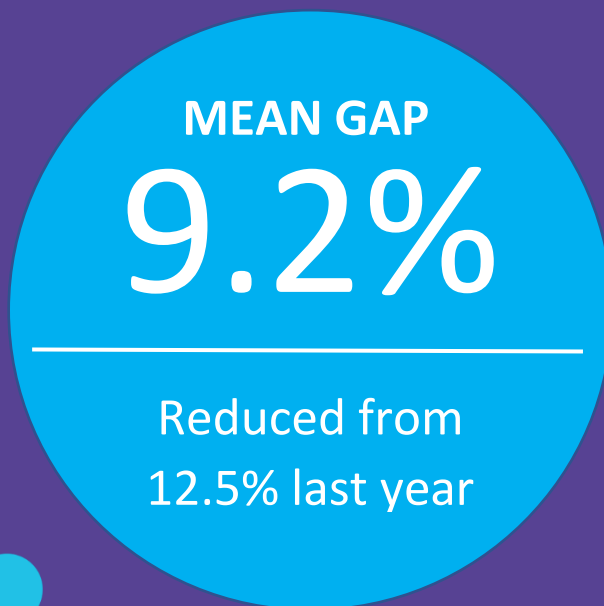
When we report the mean, we are sharing a simple average figure. When looking at the mean, readers should be aware that this number will be affected by the difference in earnings between our part-time hourly colleagues and our most senior directors. A large mean pay gap will suggest there are more men in senior positions within the business.

Median

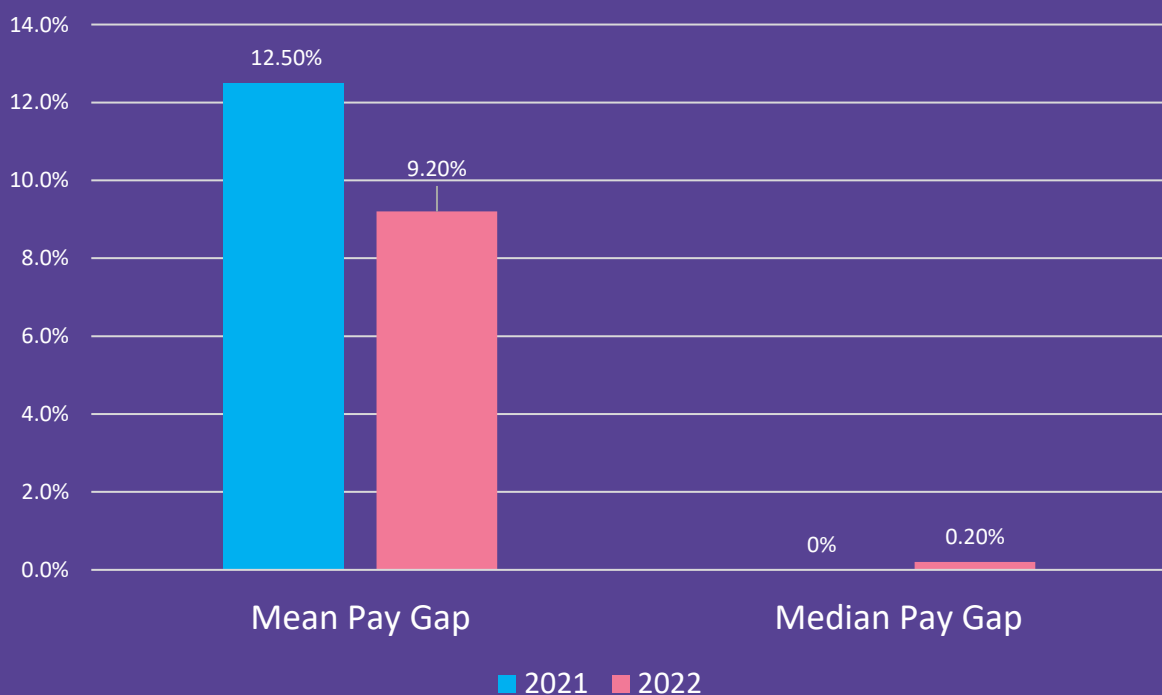
When we discuss the median, we are reporting the middle person in a list of colleagues ordered by earnings. A large number of part-time colleagues in our workforce means that the median is always an hourly paid cinema colleague. Similarly, the middle or median bonus figure is likely to be a low value incentive or voucher rather than a salary-based bonus.

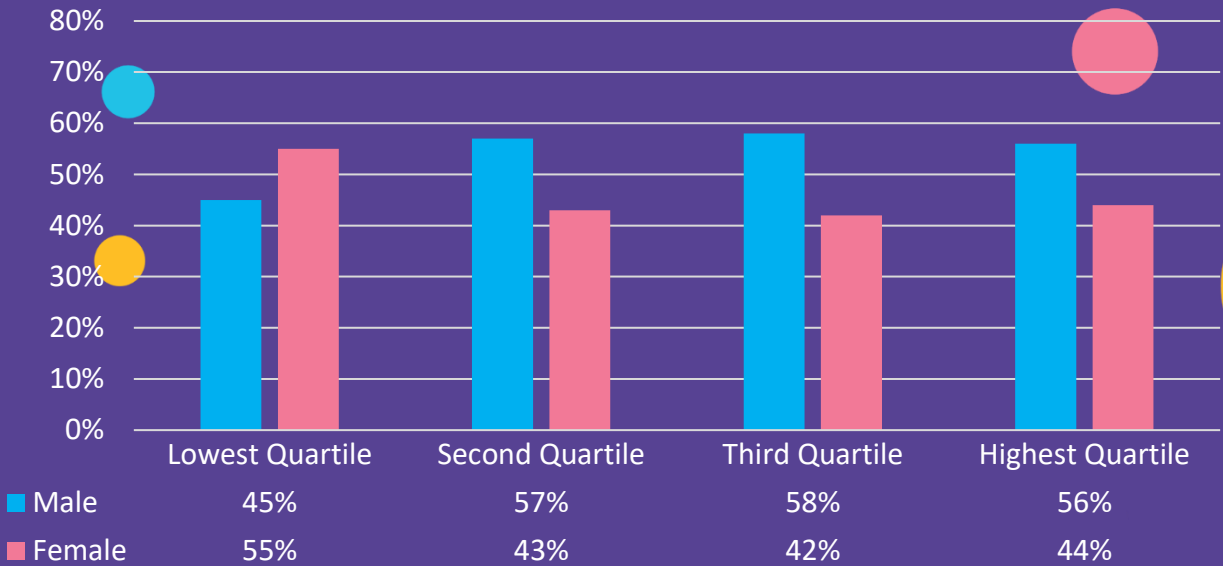
OUR 2022 RESULTS

We're pleased to share that our mean gender pay gap has improved significantly since our last report, moving from 12.5% to 9.2%. Last year, we reported challenging results which were heavily affected by the pandemic, the impact of furlough and a reduced workforce. With these impacts now behind us, we're encouraged to once more see the positive impact of our focus on gender equity within our team.



Hourly paid Cinema Hosts and Cinema Experience Managers represent over 89% of our total workforce.





With furlough fully closed at the reporting period, our data represents more than twice as many colleagues as last year's report. This makes quartile comparison more difficult. Since 2019, the closest comparator year in terms of workforce size, the representation of men at all levels of the business has increased slightly.

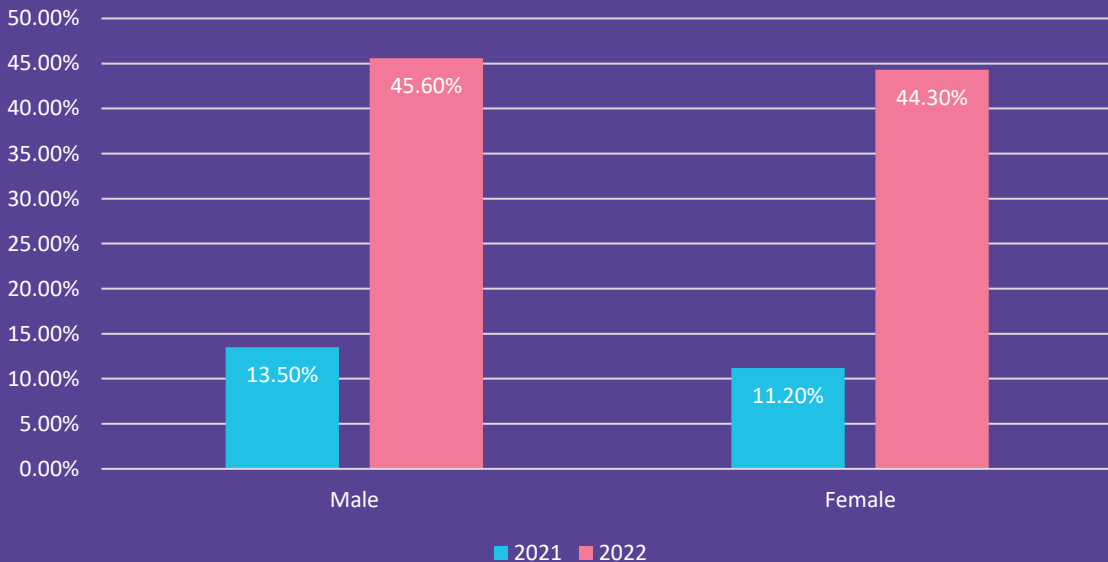
Our mean bonus pay gap has decreased by 11.9% to 40.2%. While there is more work to do, this is great progress which we expect to continue.

Regular, small bonuses such as instant recognition prizes make up the majority of our bonus payments, which has resulted in a median gap of 0%

Overall, the percentage of those receiving bonuses has significantly increased for both men and women with slightly larger growth for women.

Mean	Median
40.2%	0%
<hr/> Our Bonus Pay Gap	

Percentage of Males & Females Receiving Bonuses



WORKING TOWARDS GENDER-BALANCE

A diverse, equitable and inclusive culture is more important than ever before. Our commitment to keeping our colleagues at the heart of everything we do and celebrating Our Incredible Differences is an on-going effort which we are incredibly passionate about.

We know that care and parenting responsibilities often disproportionately fall to women, and we've seen this heavily affect our historical gender pay gap reporting. In 2023, we are reviewing our flexible working options, policies and processes so that we can promote even greater balance at every level of our business.

We continue to strive to create equal opportunities for the promotion of women when vacancies became available. We are also working to create stretch opportunities in current roles while expanding remits to encourage development and career readiness.

We have increased our commitment to, and focus on, prioritising Diversity, Equity and Inclusion beyond gender. This has included Unconscious Bias training for every single member of our team and will expand to include wider DE&I training in 2023.

We will continue to work closely with external partners and thought leaders and invite colleagues to webinars and digital conferences that will support our equity goals. Several of these events have featured ODEON colleagues as speakers, panellists, and facilitators, creating opportunities for all of us to join conversations about how we can shape a more inclusive culture.

This year, we are delighted to appoint a dedicated DE&I and Wellbeing Manager for the UK and Ireland. They will lead our accelerating progress in this space and our commitment to this role follows the appointment of a Group Diversity & Inclusion manager in 2020.



LEGAL ENTITY

REPORTING DATA

ODEON Cinemas Limited

Pay Gap

	Mean	Median
2021	20.7%	0.0%
2022	10.7%	0.8%

Bonus Pay Gap

	Mean	Median
2021	32.9%	29.3%
2022	36.6%	-20%

Percentage of colleagues receiving bonuses

	Male	Female
2022	35.4%	33.8%

Pay Quartiles

	Male	Female
Lowest Quartile	45%	55%
Second Quartile	49%	51%
Third Quartile	62%	38%
Highest Quartile	56%	44%

Headcount

	Male	Female
2022	1538	1364

United Cinemas International (UK) Limited

Pay Gap

	Mean	Median
2021	6.2%	0.0%
2022	4.9%	0.0%

Bonus Pay Gap

	Mean	Median
2021	20.3%	-0.1%
2022	43.5%	29.5%

Percentage of colleagues receiving bonuses

	Male	Female
2022	67.7%	72.0%

Pay Quartiles

	Male	Female
Lowest Quartile	55%	45%
Second Quartile	59%	41%
Third Quartile	53%	47%
Highest Quartile	56%	44%

Headcount

	Male	Female
2022	705	559