



GENDER

PAY GAP REPORTING

Gender pay gap reporting requirements have been introduced under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. Companies with over 250 employees are required to publish their gender pay gap annually from April 2017.

This report covers our results for the year ended 5th April 2021.

THE GENDER PAY GAP

Shows the difference between the average earnings of all men and all women in the organisation. This is expressed as a percentage of men's earnings.

NB: Impact of Coronavirus on Gender Pay Gap information.

As a result of the Global Pandemic the statistics presented are not a full representation of our current business due to 740 colleagues being placed on Furlough leave and 355 colleagues being on Flexi Furlough leave during the measured period from a total headcount of 1,170.

As such only fourteen Full Pay Relevant Employees were available to report on.

1. GENDER PAY & BONUS GAP – MEAN AND MEDIAN AVERAGES

The below table shows the overall mean and median gender pay and bonus gap based on hourly rates of pay as at the snapshot date 5th April 2021.

DIFFERENCE BETWEEN MEN & WOMEN		
	Mean	Median
Hourly Fixed Pay	21.4%	33.2%
Bonus Pay	21.6%	70.0%

At Luxury Leisure we are committed to treating our people equally and ensuring that everyone, no matter what their background, race, ethnicity or gender, has an opportunity to develop. This is really important to us. 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 driven instead by the structure of our workforce and the times / shifts they are available to work.

2. PROPORTION OF MEN & WOMEN RECEIVING BONUSES



There is a -8.93% proportion of women a yearly bonus in

Men
17.8%

Received a bonus



difference to the to men who received 2020.

Women
8.8%

Received a bonus

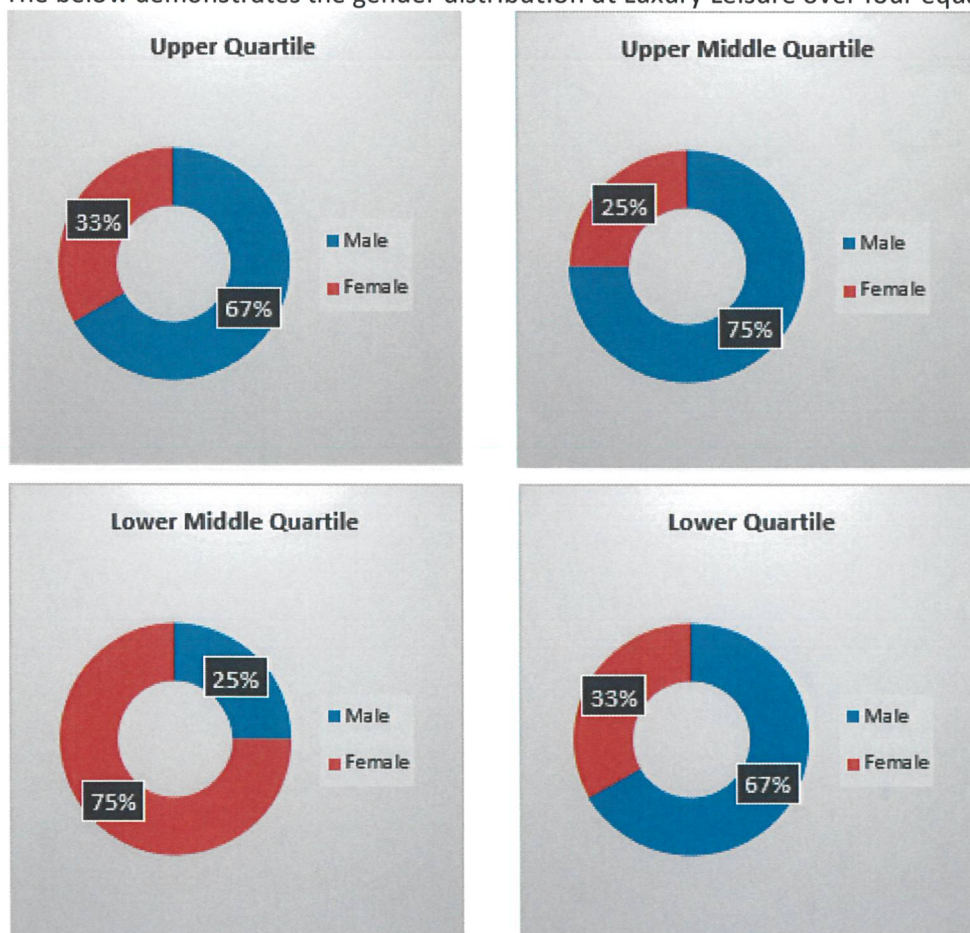
Luxury Leisure

Actual bonus payments are made in the 12 months prior to the 5th April 2021, as specified by the UK regulations. The bonus calculations are based on the company's financial performance and the different roles within the business.

Colleagues are generally eligible to receive a bonus or incentive. Venue operations may receive incentives based on team and individual performance. Other colleagues participate in annual bonus schemes with the pay-out based on position/level within the company. The median bonus pay difference is largely a result of a greater proportion of males at the higher position and higher bonus levels. We will continually review our procedures to encourage more female applicants at senior levels to enable us to reduce this difference, which has already reduced significantly from prior year based on new scheme which ensured more employees regardless of gender qualified for a bonus payment.

3. PROPORTION OF MEN & WOMEN IN EACH QUARTILE

The below demonstrates the gender distribution at Luxury Leisure over four equal sized quartiles.



The pay quartiles show that we have a larger weighting of female employees in the middle quartiles & lower but a higher proportion of male employees in the upper quartile.

This shows that we employ many more females than males in the venues we operate. Analysis of our data for this quartile shows that this pay gap does not arise from males and females doing the same job or who are at the same level of management being paid differently. The gap in average pay and average bonus pay is due to the fact that we have fewer females in our most senior management grades.

Luxury Leisure

FURTHER INFORMATION

Luxury Leisure's gender pay gap has been published in accordance with Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Having greater awareness of the Gender Pay Gap has enabled us to take a holistic view of our company, and we will use the results to support initiatives to reduce it over the coming years.

Due to the structural changes required to address many of the causes of the gender pay gap, the effects of these initiatives may take many years to be fully realised. We will continue to monitor our gender pay gap levels, focusing on ways to attract, retain and develop our diverse talent by supporting flexible working practices, encouraging more female staff at higher levels of the business and actively supporting company-wide initiatives encouraging diversity.



Tom Allison
Chief Executive Officer



GENDER

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This report covers our results for the year ended 5th April 2021.

THE GENDER PAY GAP

Shows the difference between the average earnings of all men and all women in the organisation. This is expressed as a percentage of men's earnings.

NB: Impact of Coronavirus on Gender Pay Gap information.

As a result of the Global Pandemic the statistics presented are not a full representation of our current business due to all 1,023 colleagues being on Furlough leave as at the snapshot date.

As such there are no Full Pay Relevant Employees to report on.

1. GENDER PAY & BONUS GAP – MEAN AND MEDIAN AVERAGES

The below table shows the overall mean and median gender pay and bonus gap based on hourly rates of pay as at the snapshot date 5th April 2021.

DIFFERENCE BETWEEN MEN & WOMEN		
	Mean	Median
Hourly Fixed Pay	0.0%	0.0%
Bonus Pay	20.0%	0.0%

At RAL Limited we are committed to treating our people equally and ensuring that everyone, no matter what their background, race, ethnicity or gender, has an opportunity to develop. This is really important to us. 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 driven instead by the structure of our workforce and the times / shifts they are available to work.

2. PROPORTION OF MEN & WOMEN RECEIVING BONUSES

There is a 1.96% difference to the proportion of women to men who received a yearly bonus in 2021.



Men
1.7%
Received a bonus



Women
3.6%
Received a bonus

RAL Limited

Actual bonus payments are made in the 12 months prior to the 5th April 2021, as specified by the UK regulations. The bonus calculations are based on the company's financial performance and the different roles within the business.

Colleagues are generally eligible to receive a bonus or incentive. Venue operations may receive incentives based on team and individual performance. Other colleagues participate in annual bonus schemes with the pay-out based on position/level within the company.

3. PROPORTION OF MEN & WOMEN IN EACH QUARTILE

The below demonstrates the gender distribution at RAL Limited over four equal sized quartiles.

**** No data to display as all employees on furlough at the snapshot period. ****

In the previous Gender Pay report we noted:

The pay quartiles show that we have a larger weighting of female employees in all four quartiles.

This shows that we employ many more females than males in the venues we operate. Analysis of our data for these quartiles shows that this pay gap does not arise from males and females doing the same job or who are at the same level of management being paid differently. The gap in average pay is due to the fact that we have a high number of females working in 2nd, 3rd & 4th Quartiles which dilutes the Female mean average rate.

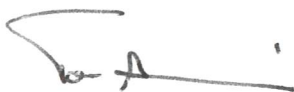
RAL Limited

FURTHER INFORMATION

RAL Limited's gender pay gap has been published in accordance with Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Having greater awareness of the Gender Pay Gap has enabled us to take a holistic view of our company, and we will use the results to support initiatives to reduce it over the coming years.

Due to the structural changes required to address many of the causes of the gender pay gap, the effects of these initiatives may take many years to be fully realised. We will continue to monitor our gender pay gap levels, focusing on ways to attract, retain and develop our diverse talent by supporting flexible working practices, encouraging more female staff at higher levels of the business, and actively supporting company-wide initiatives encouraging diversity.



Tom Allison
Chief Executive Officer