

## **3d leisure Gender Pay Gap Report 2023**

### **1. Introduction**

All UK companies with over 250 employees are required to publish their gender pay gap data on an annual basis which measure the average earnings of all male and female employees, regardless of role, seniority and working hours and show the percentage difference between the two. The report is a snapshot of data as at 5 April 2022.

### **2. Findings**

The Gender Pay Gap is defined as the difference between the mean or median hourly rate of pay of men and women.

The mean gender pay gap is the difference between the average hourly earnings of men and women.

The median hourly pay gap is the difference between the midpoints in the ranges of hourly earnings of men and women.

#### **3d leisure's Gender Pay Gap**

<b>Differences in Gap</b>	<b>Mean - 2022</b>	<b>Median - 2022</b>
Gender pay gap	2.42%	6.45%

#### **3d leisure's Bonus Gender Pay Gap**

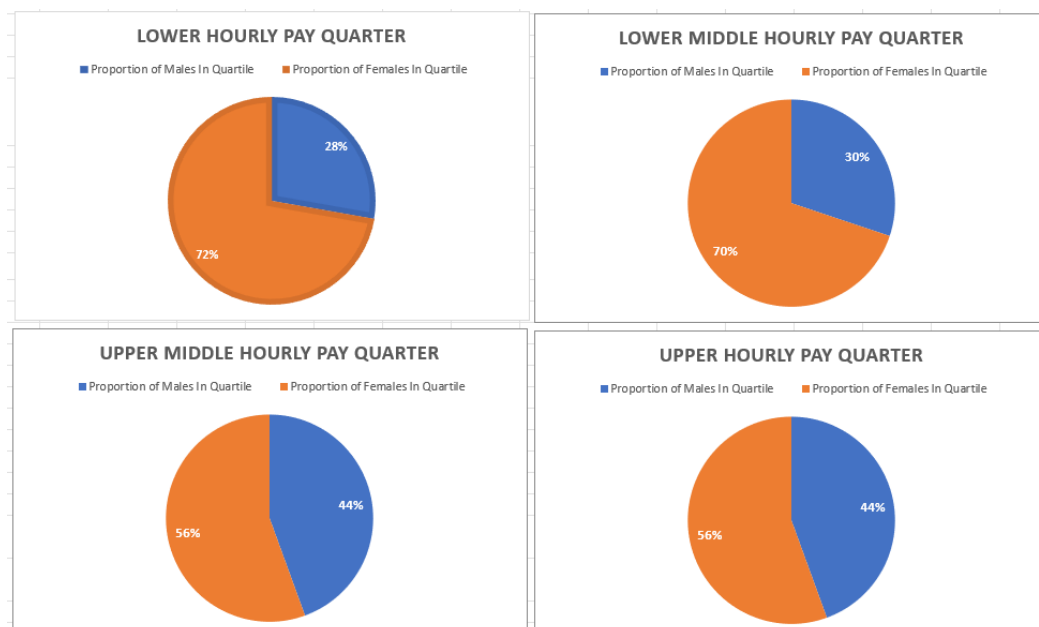
Proportion of males receiving bonus payments – 12.20%

Proportion of females receiving bonus payments – 17.85%

<b>Differences in Gap</b>	<b>Mean - 2022</b>	<b>Median - 2022</b>
Bonus gender pay gap	63.26%	0%

## Pay Quartiles

The graphs below show the proportion of men and women employees within our workforce as of 5 April 2022 divided into four pay band quartiles; lower, lower middle, upper middle and upper.



The gender pay gap is principally driven by differences in the lower and lower middle quartiles with a higher proportion of women in these workforces. Some jobs have traditionally attracted more male or female applicants (for example administrative positions attracting more female applicants) but we are working to challenge this, one vacancy at a time.

### 3. Action Plan

Our gender pay gap data challenges us to reinforce our resolve to recruit and select fairly, without discrimination; and, to encourage and support our workforce to develop in the career path of their choosing. We are committed to making 3d leisure a more diverse and inclusive organisation.

### 4. Declaration

The information provided in this written statement is accurate and meets the requirements of the Gender Pay Gap reporting regulations.



Paul Ramsay  
Managing Director