

Nimax Theatres Limited

Gender Pay Gap Report 2024

Nimax remains committed to maintaining a positive and inclusive workforce.

Pay Gap (data as at 5 April 2024):

Mean pay gap	-10.4%
Median pay gap	-19.8%

Our gender pay gap is not due to pay differences between male and female staff. The majority of our staff are employed in our theatres and their hourly rates are set in accordance with the Broadcasting, Entertainment and Cinema Trade Union (BECTU) agreement. This covers all roles and grades in the theatres.

It is well known that the theatre industry suffered a significant loss of skilled workers who left during and after the pandemic and most notably a greater proportion of the loss were skilled female workers, whose representation was from an already small base. The effects continue to be felt three years after the end of the pandemic.

The reason for the gender pay difference at Nimax Theatres is low female representation, primarily in technical and building maintenance roles within the theatres. These roles have historically been male dominated within the theatre industry and Nimax enjoys long serving staff members in technical and building maintenance teams with the majority of such roles being in the top two pay quartiles. Whilst in recent years more females have been recruited into technical roles, the number of females attracted to the industry to work in technical and buildings related roles continue to be low.

At Nimax Theatres, staff turnover amongst the full time, permanent group is very low. Therefore, despite ongoing best efforts to redress the gender balance within the technical roles, the results will be gradual and over a long period of time.

Pay Quartiles:

Proportion of females and males in each pay quartile

Q1

Male 61%

Female 39%



Q2

Male 50%

Female 50%



Q3

Male 39%

Female 61%



Q4

Male 37%

Female 63%



Bonus Gap (data as at 5 April 2024):

Mean bonus gap

0%

Median bonus gap

0%

Percentage receiving a bonus:

Female 0%

Male 0%

Nimax does not offer a bonus scheme for employees.

I confirm the data reported is accurate.

A handwritten signature in black ink, appearing to read 'Tony Yoe', with a horizontal line drawn through it.

Tony Yoe

Finance Director

February 2025