



## **Nimax Theatres Limited**

### **Gender Pay Gap Report**

Nimax remains committed to maintaining a positive and inclusive workforce.

#### **Results as of 5 April 2025**

**2025**

<b>Mean pay gap</b>	<b>-10.1%</b>
<b>Median pay gap</b>	<b>-21.9%</b>

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.

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 the technical and building maintenance teams. The majority of such roles are in the top two pay quartiles. In recent years more females have been recruited into electrician roles, however 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 62%**

**Female 38%**

Q2

**Male 53%**

**Female 47%**

Q3

**Male 36%**

**Female 64%**

Q4

**Male 40%**

**Female 60%**

Mean bonus gap 0.0%

Median bonus gap 0.0%

Percentage receiving a bonus	Female	0.0%
	Male	0.0%

Nimax does not offer a bonus scheme for employees.

I confirm the data reported is accurate.



Tony Yoe  
Finance Director  
February 2026