



BIG SCREEN ENTERTAINMENT

GENDER PAY GAP SUMMARY

Under the new legislation that came into force in April 2017, UK employers with more than 250 employees are required to publish their gender pay gap.

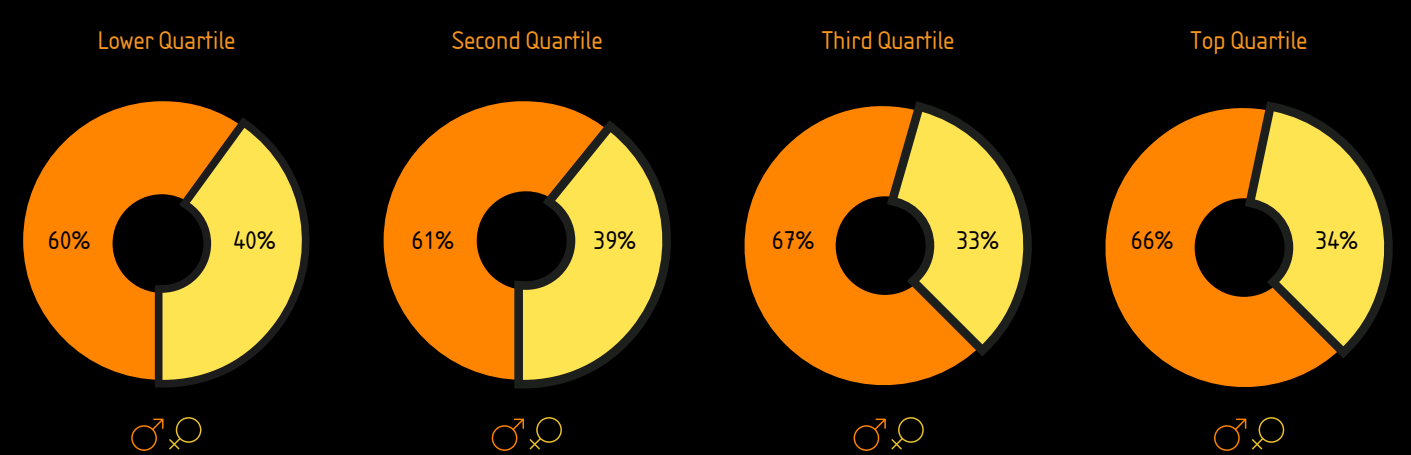
Vue has two UK entities with at least 250 employees. Under the new regulations we are required to report on our Gender Pay Gap and Gender Bonus Gap for these two entities as at the snap shot date (5th April 2017). This captures the mean and median differences in hourly pay and bonus paid to men and women in the year up to and including 5th April 2017.

A negative figure indicates a higher percentage paid to women and a positive figure indicates a higher percentage paid to men.

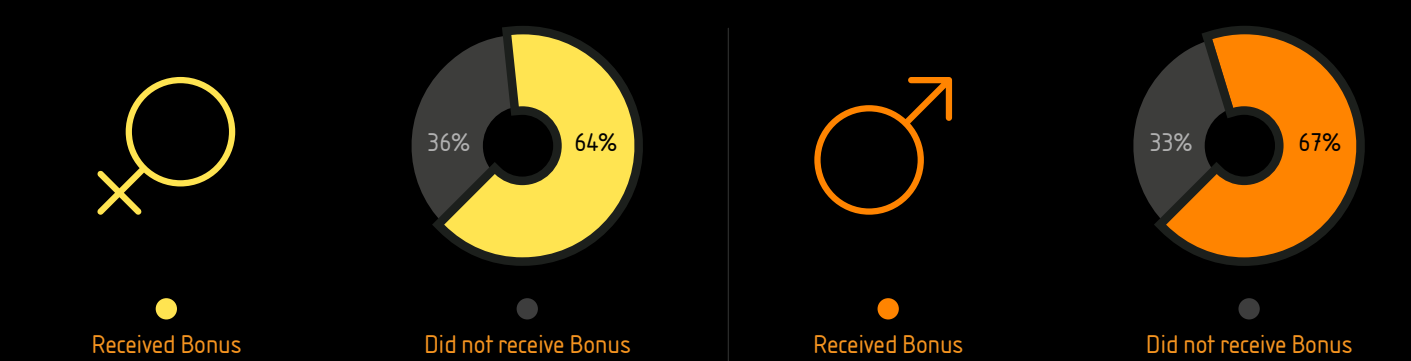
PAY AND BONUS GAP: VUE SERVICES

	Mean	Median
Pay Gap	4.0%	7.7%
Bonus Gap	5.5%	24.0%

PROPORTION OF MALES AND FEMALES IN EACH QUARTILE



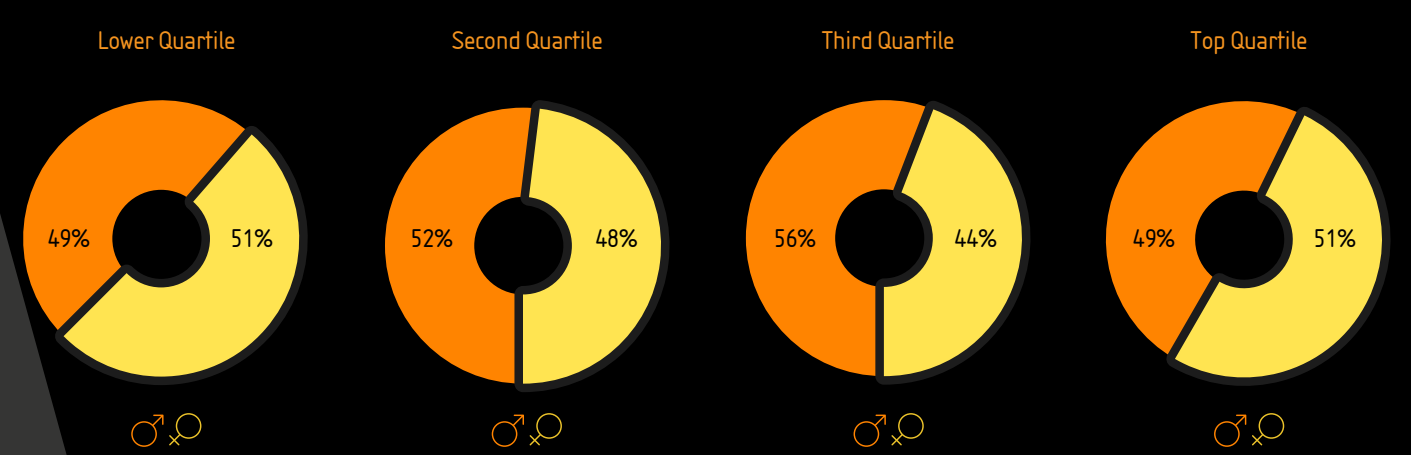
PROPORTION OF MALES AND FEMALES RECEIVING A BONUS PAYMENT



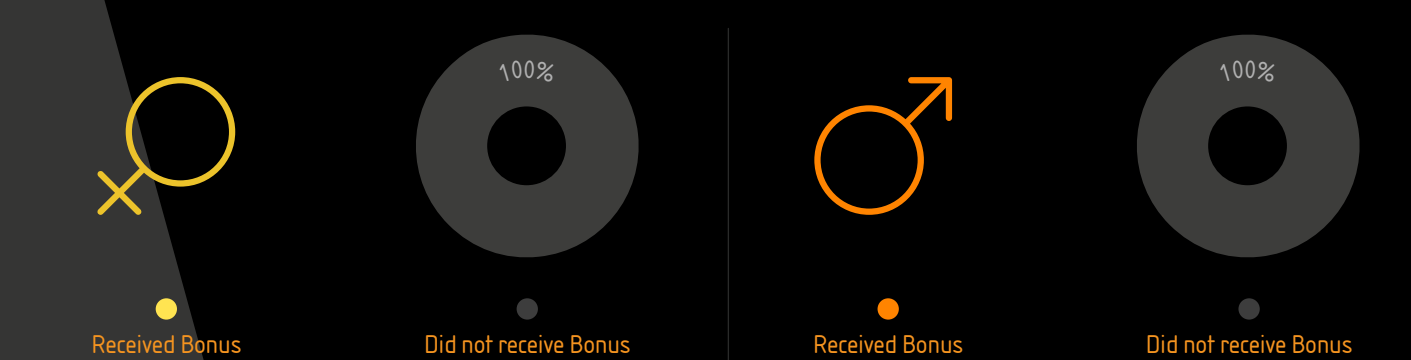
PAY AND BONUS GAP: VUE ENTERTAINMENT

	Mean	Median
Pay Gap	-4.0%	0.9%
Bonus Gap	0.0%	0.0%

PROPORTION OF MALES AND FEMALES IN EACH QUARTILE



PROPORTION OF MALES AND FEMALES RECEIVING A BONUS PAYMENT



Vue is committed to making full use of the talent and resources of all our colleagues, and to ensuring that no one receives unjustified less favourable treatment on the grounds of their race, nationality, gender, sexual orientation, age, religion / belief, ethnic origin, disability, marital status, part-time or fixed term status.

At Vue, we are confident that men and women are paid equally when working in equivalent roles. We will continue to manage the gender pay gap through effective succession planning, targeted recruitment and effective performance management and reward systems.

I can confirm that the data in this report is accurate and has been independently audited.

P Collins

Peter Collins
Director of Human Resources, UK and Ireland

