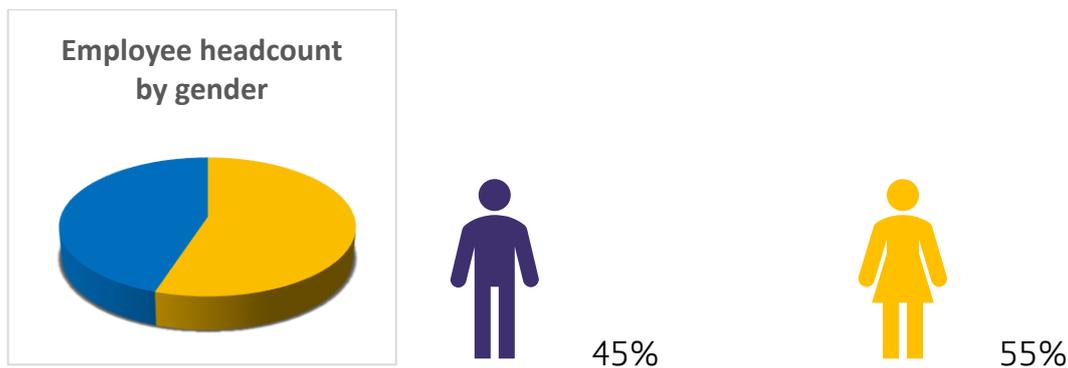


Our 2018 Gender Pay Gap Report

We are passionate about fairness, equality and inclusion and are committed to reducing our gender pay gap. Our head count figures were taken on 5th April 2018 where we had 1181 employees. This is an increase of 96 employees or 8%.



Pay and Bonus pay

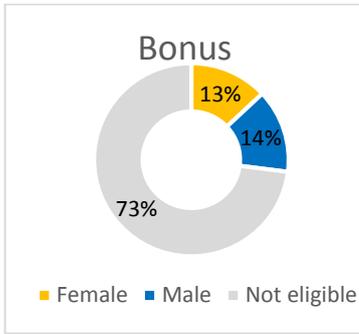
Difference between men and women

	Mean	Median
Hourly rate	19.5%	2.5%
Bonus paid	54.4%	58%

Although there has been an increase in female employees there have been male employees that have been recruited in senior roles leading to an increase with both mean hourly rates and bonus % calculations. All recruitment is based on merit and capability and not gender.

Proportion of colleagues awarded a bonus for 2017

Bonus payments are awarded for site performance to the management teams and support centre colleagues with only 20% of the total employee population eligible for bonus.



14%

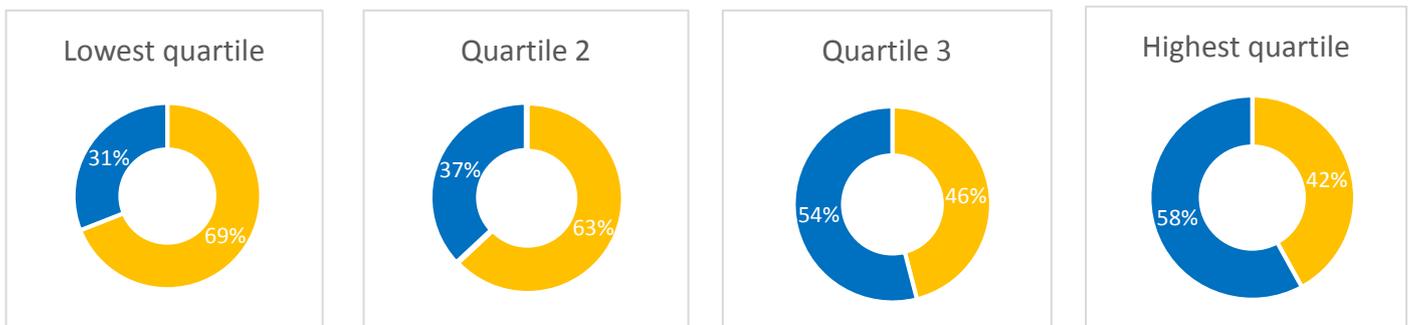


13%

The above chart shows total employee bonus population

Pay Quartiles

The images below illustrate the gender distribution across four equally sized quartiles. At Tenpin we are confident that all men and women are paid equally for doing equivalent jobs across all parts of our business.



As the charts demonstrate we have a higher representation of female employees in the lowest quartile and quartile 2 with males and females slightly more equally represented in quartile 3 and the highest quartile. There is an impact on average rates of pay as a result of the proportion of roles held by men and women in the lowest quartile and highest quartile.

Our aim is to achieve a 50:50 gender balance and gender pay equality by 2021 (with a 10% tolerance) throughout all areas of the business.

I can confirm that the data published in this report is accurate.

Alan Hand
Chief Executive Officer
December 2018