

OUR GENDER PAY GAP REPORT 2020/21

Covering data for
2019 and 2020



OVERVIEW

- Under UK legislation, which came into effect in April 2017, all UK companies with 250 or more employees are required to publish gender pay gap information.
- On the snapshot date of 5th April 2020, Tenpin employed 1163 people.
- A gender pay gap is the difference between the average pay of all women and the average pay of all men, regardless of any differences in the work they do.
- Our report reflects the calculations required under UK legislation and the data is accurate as at 5th April 2020.

UNDERSTANDING OUR GENDER PAY AND BONUS GAP

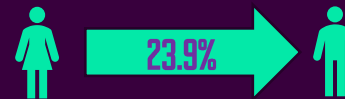
MEAN GENDER PAY GAP



MEDIAN GENDER PAY GAP



MEAN GENDER BONUS GAP



MEDIAN GENDER BONUS GAP



The Office for National Statistics uses the median gender pay gap figure to make comparisons.

- Our median pay gap is 8.2% against a national average of 15.4%. We have narrowed the gap from our previous report by 9.2 percentage points.
- Our mean pay gap is 10.1% against a national average of 14.4%. Once again we narrowed the gap, in this case by 6.3 percentage points.
- Our median bonus gap is 0%
- Our mean bonus gap is 23.9%.

Overall, the direction of travel of our gender pay and bonus gaps has narrowed significantly and we are very proud of the hard work and dedication in place which has enabled these achievements.

For our support centre, management and leadership populations, including our centre management teams, we pay performance related bonuses. For our hourly paid team members, we use voucher schemes which do not meet the definition of bonus for the purpose of gender pay gap reporting.

Those receiving a bonus included 43% of our female employees, and 36.5% of our male employees overall.

We know we have work to do in increasing the representation of women in our centre management teams and we continue to make progress in closing this gap.

MALES RECEIVING BONUS PAY



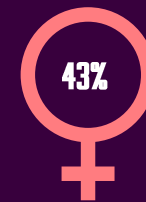
MALE



FEMALE



FEMALES RECEIVING BONUS PAY



CLOSING OUR GAP

We are confident that as we continue to progress towards a gender balanced workforce, our gender pay gap will continue to reduce. We narrowed the gap by 6.3 percentage points since our previous report and are encouraged that the changes we are making are having a positive impact.

There are a number of steps we are taking to improve our gender balance that we expect to positively impact our gender pay gap, including:

Our People

- Reviewing our partnerships to attract a diverse and exciting workforce.
- Using our networks to share our people's stories and ideas, celebrate differences and showcase our amazing talent.
- Through the use of technology and gamification, enabling remote learning and virtual networking.
- Introducing a job evaluation scheme and grading structure.

Our Leaders

- Ensuring our people leaders feel enabled to support and develop a diverse and flexible workforce, through the creation of tools, support and guidance.
- We truly believe that getting the best from our people means equipping our leaders with the right skills and support to enable this.

We are proud of the work we have done to date but we recognise that there is still a lot more to be done and we will continue to shape a more diverse and inclusive culture at Tenpin.



Amanda Smyth
Head of People

