



PAYGAP

KEY RATIOS & EQUALITY 2020



FLIGHT CLUB[®]

SOCIAL  DARTS[®]

WHAT IS GENDER PAY GAP?

What is the Mean gender pay gap?

The mean gender pay gap is the difference between the average hourly earnings of men and women

What is the Median gender pay gap?

The median pay gap is the difference between the midpoints in the ranges of hourly earnings of men and women

How are the median and mean gaps calculated?

We have followed the calculations which are set out in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017. We have assessed data from over 400 employees, in a variety of roles, across our venues and central team.

GENDER DISTRIBUTION PER PAY QUARTILE



Pay Gap (Mean)

2%

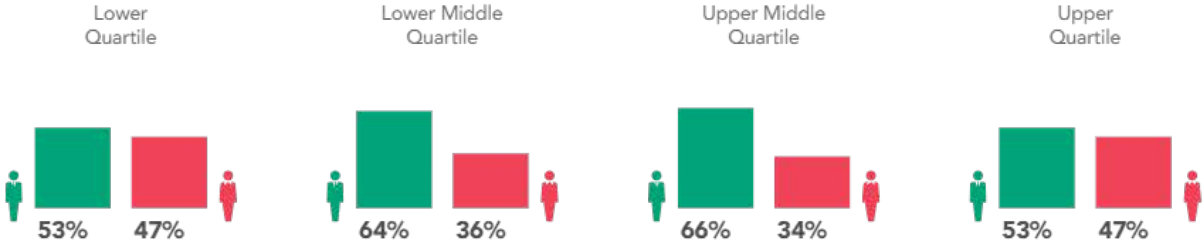
UK average of (17.3%)



Pay Gap (Median)

0%

- Women
- Men



Bonus

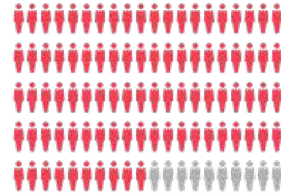


Bonus Gap (Mean)

14%

Bonus Gap (Median)

10%



91% of females received bonus pay



96% of males received bonus pay

Total Gender Distribution

41%



59%

OUR GENDER PAY GAP

- As an employer, Flight Club Darts take an active stand for Gender Equality and inclusion. We're passionate about our teams, how we work together, how we learn and develop and how we celebrate our wins together. We believe in equal pay for equal work and use this as the basis for how we remunerate everyone.
- When we look at rewards and marking achievements we consider a number of elements. These factors include: the company's performance, the general economic climate, contribution to the business as well as external market pay data for relevant roles. We're competitive by nature, and we seek to remain competitive in what we offer you, to ensure our teams stay with us on this journey.
- All pay and bonuses are then documented and reported on, taking into consideration gender, ethnicity and disability, in order to set key performance indicators to narrow any pay gaps which may have inadvertently been highlighted.
- This is the first time we have published our gender pay gap. Our median (or midpoint) gender pay gap is 0%; our mean gap (the differences between the average earnings of males and females) is 2%. Our mean bonus gap is 14%, and our median bonus gap 10%. 91% of our female employees received bonus payments, compared with 96% of men. This difference is largely due to the differing roles taken up by men and women within the company.
- For comparison and transparency, the industry average median gender pay gap is 8% whilst the median bonus gap within the industry is 36%. So whilst there is still work to be done, we are incredibly proud of these figures. The next slide will outline steps currently in place as well as what else we're working on...

OUR GENDER QUALITY INITIATIVES

- We wouldn't be who we are, or where we are without our teams. So, with that in mind we will continue to invest in our team with training and development plans across all areas.
- This year we launched an improved family friendly policy, ensuring support before, during and after pregnancy, and that our policy is one of the best in the industry.
- Whilst we're proud of the progress that we've made and the results seen from the initiatives and plans we have in place for the future, there is always more to be done. We will continue to look at ways that we can enhance our support, training, and ensure that all decisions are free from bias. We are proud of our team and will always strive to provide the best opportunities in the industry.

