

## The HOYTS Group – Gender Pay Gap – Employer Statement

The HOYTS Group's commitment to gender equity is rooted in our belief that a diverse and inclusive workplace is essential for fostering innovation, creativity, and sustained success. We recognise that to deliver an outstanding experience to our diverse customer and client community, we must create an environment where all individuals, regardless of gender, can thrive, contribute their unique perspectives, and reach their full potential. Using our FIERCE Values as the foundation, we recognise and celebrate our diversity and strive to grow our workforce to reflect the diversity of the communities in which we operate.

Our approach to achieving gender equity is multifaceted, encompassing various aspects of our organisational structure, policies, and culture. Key components of our commitment include:

**Equal Opportunities:** We are dedicated to providing equal opportunities for career advancement and professional development, ensuring that every employee has the chance to grow and excel within the organisation, irrespective of gender.

**Pay Equity:** We regularly assess and address pay disparities, working towards maintaining fair and transparent compensation structures. Our commitment to pay equity extends beyond mere compliance to reflect our dedication to valuing the contributions of all team members equally.

**Inclusive Policies:** We actively review and refine our policies to eliminate any biases and promote inclusivity. This includes policies related to recruitment, promotion, flexible work arrangements, parental leave, and other areas that impact the overall work experience.

**Diverse Leadership:** We understand the importance of diverse leadership in driving organisational success and innovation. We are actively working to increase the representation of women at all levels of leadership within the company, fostering an inclusive culture where diverse voices are heard and valued.

**Education and Awareness:** We believe that investing in building capability and driving a culture across the organisation to support and foster diversity, inclusion and flexibility into the way we work and how we do business.

**Continuous Improvement:** Achieving gender equity is an evolving process, and we are committed to continuous improvement. We regularly evaluate our progress, seek feedback from our employees, and adapt our strategies to address emerging challenges and opportunities.

We are pleased that the recent analysis of the gender pay gap within our organisation reveals a median of 0% and a total workforce composition of 54% female, reflecting our commitment to fostering a workplace that values equality and inclusivity. This achievement underscores the strides we have taken in promoting fairness and equal opportunities for all employees.

While these results are encouraging, we recognise that achieving a 0% gender pay gap median is just one step in a continuous journey towards creating an equitable workplace. Our focus remains on fostering an environment where every individual, regardless of gender, feels empowered and valued.

We understand that there is more work to be done to address any underlying disparities that may exist. We are committed to further examining our practices, policies, and cultural aspects that may impact gender equality. By fostering open dialogue and implementing targeted initiatives, we aim to build upon our current success and create an environment where everyone has the opportunity to thrive.