



GENDER PAY GAP REPORTING

Under the terms of the Equality Act 2010 the UK Government made it a requirement for companies with more than 250 employees to publish their gender pay gap. This requirement, which applies to Praesepe's Cashino and Beacon Bingo brands, will be undertaken annually.

We are a progressive equal opportunities employer and committed to be transparent about pay, identify the root causes of any differential and most importantly undertake initiatives to address and remedy.

As an organisation we want to attract and retain the best talent which means creating a meritocracy in which everyone regardless of background, ethnicity or gender has an equal opportunity to thrive.

Mark Schertle, Chief Operating Officer
I confirm that the information in this statement is accurate.





Beacon Bingo's mean gender pay gap, which refers to the difference in the average hourly rate of pay between all men and all women is 16.6%.

The Median gender pay gap is 4.3%

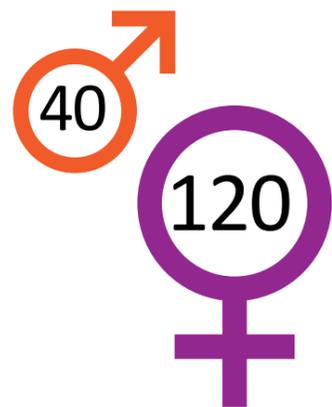
The Mean bonus gender pay gap is 0%

The Median bonus gender pay gap is 0%

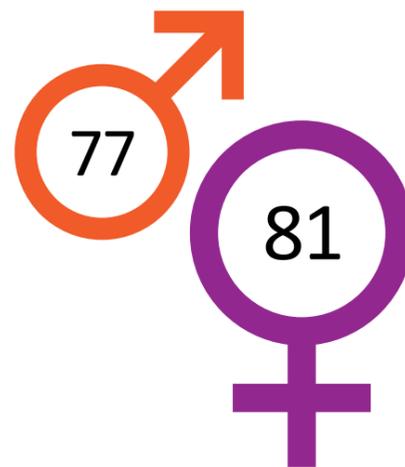
The proportion of males receiving a bonus is 0%

The proportion of females receiving a bonus is 0%

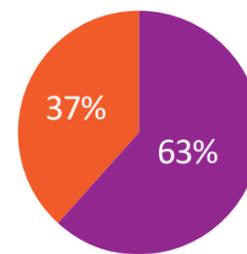
Gender split for part time workers



Gender split for full time workers



Gender split comparison



Context

In Beacon Bingo we have more females in lower levels of the organisation, typically earning less but able to take advantage of the flexible working options offered by the company. We have a greater number of males in more senior roles where higher salaries are paid.



As a reasonable employer we promote the use of flexible working at all levels within our organisation, our flexible working patterns allow for the provision of care to both young and elderly for whom our employees may have caring responsibilities.

In 2018 we committed to improving our GPG and through the implementation of our performance management toolkit; we have made some significant progress and reduced our mean GPG by 9.1%. We continue with our commitment to reducing our GPG through 2019 using our Talent Management programme and significant group investment.

As always we will continue to benchmark our pay rates and salaries against the market place.

Our training and development programmes continue to support the growth and development of our employees and business alike.

Key



* Part time is defined as working less than 35 hours/week
Full time is defined as working a minimum of 35 hours/week



Cashino’s mean gender pay gap, which refers to the difference in the average hourly rate of pay between all men and all women is 1.8%

The Median gender pay gap is – 0.6%

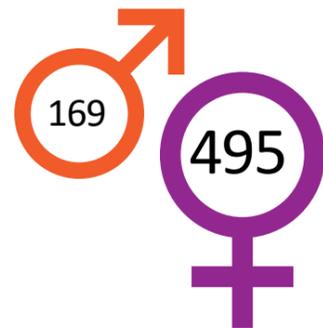
The Mean bonus gender pay gap is 47.2%

The Median bonus gender pay gap is 27.6%

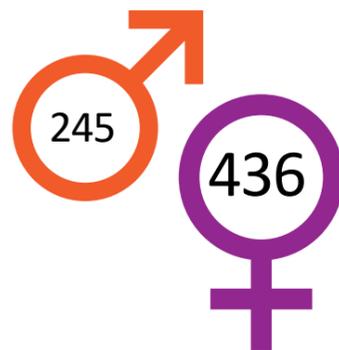
The proportion of males receiving a bonus is 24.2%

The proportion of females receiving a bonus is 23%

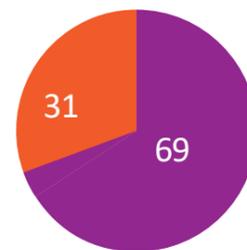
Gender split for part time workers



Gender split for full time workers



Gender split comparison



Context

The Cashino workforce is split 69% female and 31% male, with many of the females in more senior roles. This has resulted in a nearly neutral pay gap for the following categories: Mean gender pay gap, median gender pay gap, median bonus pay gap.



As a reasonable employer we promote the use of flexible working at all levels within our organisation, our flexible working patterns allow for the provision of care to both young and elderly for whom our employees may have caring responsibilities. As a result of this we have seen an increase in the lower pay band where more females are employed.

In 2018 we committed to improving our GPG and through the implementation of our performance management toolkit; we have made some progress and we continue with our commitment to reducing our GPG through 2019 using our Talent Management programme and significant group investment.

As always we will continue to benchmark our pay rates and salaries against the market place.

Our training and development programmes continue to support the growth and development of our employees and business alike.

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Supporting Data

Proportion of males and females in each quartile pay band:



Pay Band	Male	Female	Male	Female
LOWER	35.38%	64.62%	33.11%	66.89%
SECOND	25%	75%	33.86%	68.14%
THIRD	36.92%	63.08%	32.88%	67.12%
UPPER	51.56%	48.44%	29.49%	70.51%

