



praesepe

## 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.

**Nick Harding, Senior Advisor, Gauselmann (UK)**

*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 25.7%.

The Median gender pay gap is 11.53%

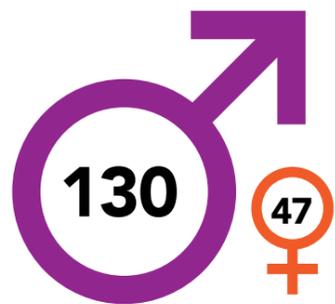
The Mean bonus gender pay gap is 78.28%

The Median bonus gender pay gap is 0%

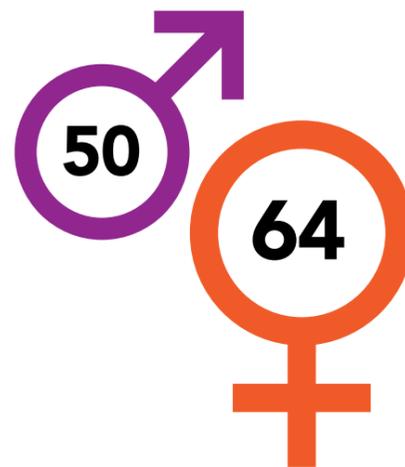
The proportion of males receiving a bonus is 16.22%

The proportion of females receiving a bonus is 7.78%

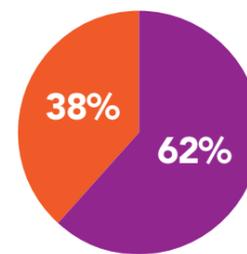
Gender split for part time workers



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 bonuses and higher salaries are paid.



**Initiatives to tackle the gender pay gap**

*We are committed to offering flexible working options to all our employees and will continue to do so*

*We will regularly bench mark our pay rates against the market*

*We are committed to ensuring that we support talented individuals within our business through our performance management process and in 2019 will have a specific development programme for talented future leaders*

*We will begin to look at job share options in our more senior roles to make them accessible to our part time work force*

**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 **-0.67%**

The Median gender pay gap is - 1.76%

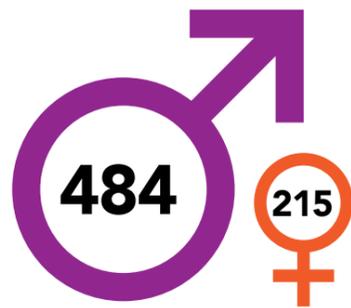
The Mean bonus gender pay gap is 31.18%

The Median bonus gender pay gap is -14.64%

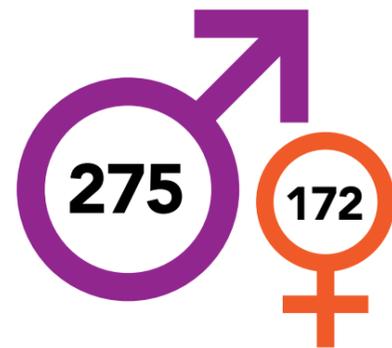
The proportion of males receiving a bonus is 65.89%

The proportion of females receiving a bonus is 74.31%

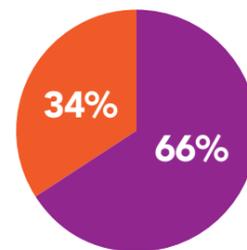
Gender split for part time workers



Gender split for full time workers



Gender split comparison



**Context**

The Cashino workforce is split 66% female and 34% male, with many of the females in more senior roles. This has resulted in a negative pay gap for the following categories: Mean gender pay gap, median gender pay gap, median bonus pay gap.



**Initiatives to tackle the gender pay gap**

*We are committed to offering flexible working options to all our employees and will continue to do so*

*We will regularly bench mark our pay rates against the market*

*We are committed to ensuring that we support talented individuals within our business through our performance management process and in 2019 will have a specific development programme for talented future leaders*

*We will continue to review and evolve our reward and recognition strategies to ensure that bonuses can be earned by all - irrespective of role/level in organisation*

**Key**



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

**Supporting Data**

Proportion of males and females in each quartile pay band:



Pay Band	Male	Female	Male	Female
LOWER	34.7%	65.3%	47.6%	52.4%
SECOND	50.2%	49.8%	57.6%	42.4%
THIRD	50.2%	49.8%	48.5%	51.5%
UPPER	52.7%	47.3%	45.6%	54.4%