



## 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 20.3%.

The Median gender pay gap is 6.36%

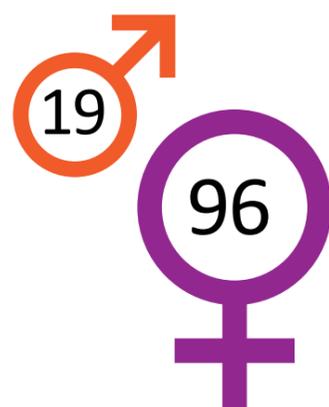
The Mean bonus gender pay gap is 0%

The Median bonus gender pay gap is 0%

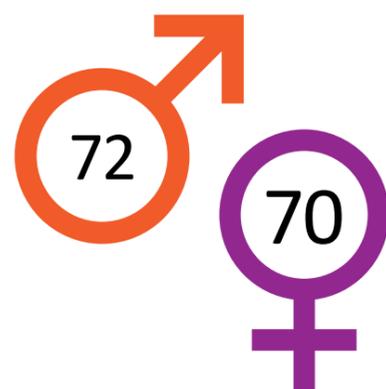
The proportion of males receiving a bonus is 0%

The proportion of females receiving a bonus is 0%

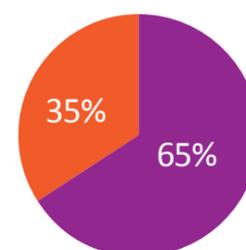
Gender split for part time workers



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. In 2019 our full time male:female ratio has become more balanced with only a variance of 2.



As a reasonable employer we continue to 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 2019 we committed to introducing our Talent profiling and Talent Management development across Beacon bingo. This significant investment in our people in the business will be developed further in 2020 to reduce our GPG.

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



Female



Male

\* 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 2.3%

The Median gender pay gap is 0.56%

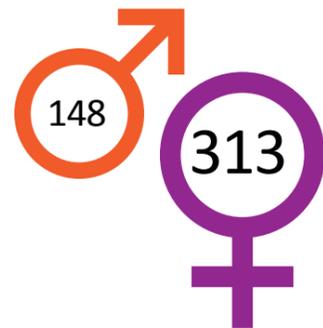
The Mean bonus gender pay gap is 36.89%

The Median bonus gender pay gap is 17.15%

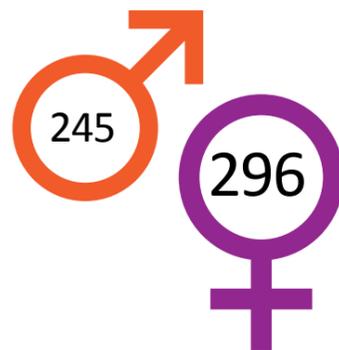
The proportion of males receiving a bonus is 76.6%

The proportion of females receiving a bonus is 86.9%

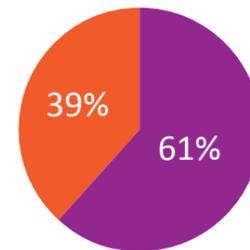
Gender split for part time workers



Gender split for full time workers



Gender split comparison



### Context

The Merkur Cashino workforce is split 61% female and 39% male, with many of the females in more senior roles. This has increased the proportion of females receiving a bonus.



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 2019 we committed to improving our GPG and through the implementation of our Talent management programme; we have made some excellent progress and we continue with our commitment to reducing our GPG, particularly relating to bonuses, through 2020 as we develop this programme further.

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

# praesepe

## Supporting Data

Proportion of males and females in each quartile pay band:



Pay Band	Male	Female	Male	Female
LOWER	31.54	68.46%	41.4%	58.6%
SECOND	32.06%	67.94%	34.4%	65.6%
THIRD	35.05%	64.95%	42.3%	57.7%
UPPER	49.97%	50.13%	40.3%	59.7%

