

Regal Amusement Machine Sales Limited Gender Pay Gap Analysis for the year ended 31st March 2017.

In line with our obligations under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, Regal amusement Machine Sales Limited has undertaken a review of the average hourly earnings of men and women in the business.

To the best of our knowledge the metrics reported below accurately reflect the pay gap within the business for the year ended 5th April 2017.

Regal remains committed to gender equality we will continue review any barriers to reducing the gender pay gap and put in place measures to overcome these.

Craig Morgan
Managing Director
7th February 2018

1. Women's pay as a mean average of hourly pay without bonus is 7% lower than men's.
2. Women's pay as a median average of hourly pay without bonus is 9% lower than men's.
3. Women's bonus as a mean hourly average is 125% higher than men's.
4. Women's bonus as a median hourly average is 100% higher than men's.
5. The Proportion of males receiving a bonus payment is 46% and the proportion of females receiving a bonus payment is 23%
6. The Proportion of males and females when divided into pay quartiles is as follows

Quartile	Female	Male
Lower	74%	26%
Lower Middle	43%	57%
Upper Middle	24%	76%
Upper	41%	59%