

Regal Amusement Machine Sales Limited Gender Pay Gap Analysis for the year ended 31st March 2023.

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 2022, which have been impacted by the extended period of furlough across the business during the reporting year.

Regal amusement Machine Sales Limited remains committed to gender equality and will continue to;

- (1) Review any barriers to reducing the gender pay gap, and
- (2) Put in place measures to overcome these barriers.

Andrew Bell
Managing Director Finance & Commercial
03 January 2024

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 4% lower than men's.
3. The Proportion of males receiving a bonus payment is 95% and the proportion of females receiving a bonus payment is 97%
4. Women's bonus as a mean hourly average is 66% lower than men's.
5. Women's bonus as a median hourly average is 52% lower than men's.
6. The Proportion of males and females when divided into pay quartiles is as follows

Quartile	Female	Male
Lower	50%	50%
Second	51%	49%
Third	18%	82%
Upper	36%	64%