



# Gender Pay Report

→ 1st April 2023 - 31st March 2024

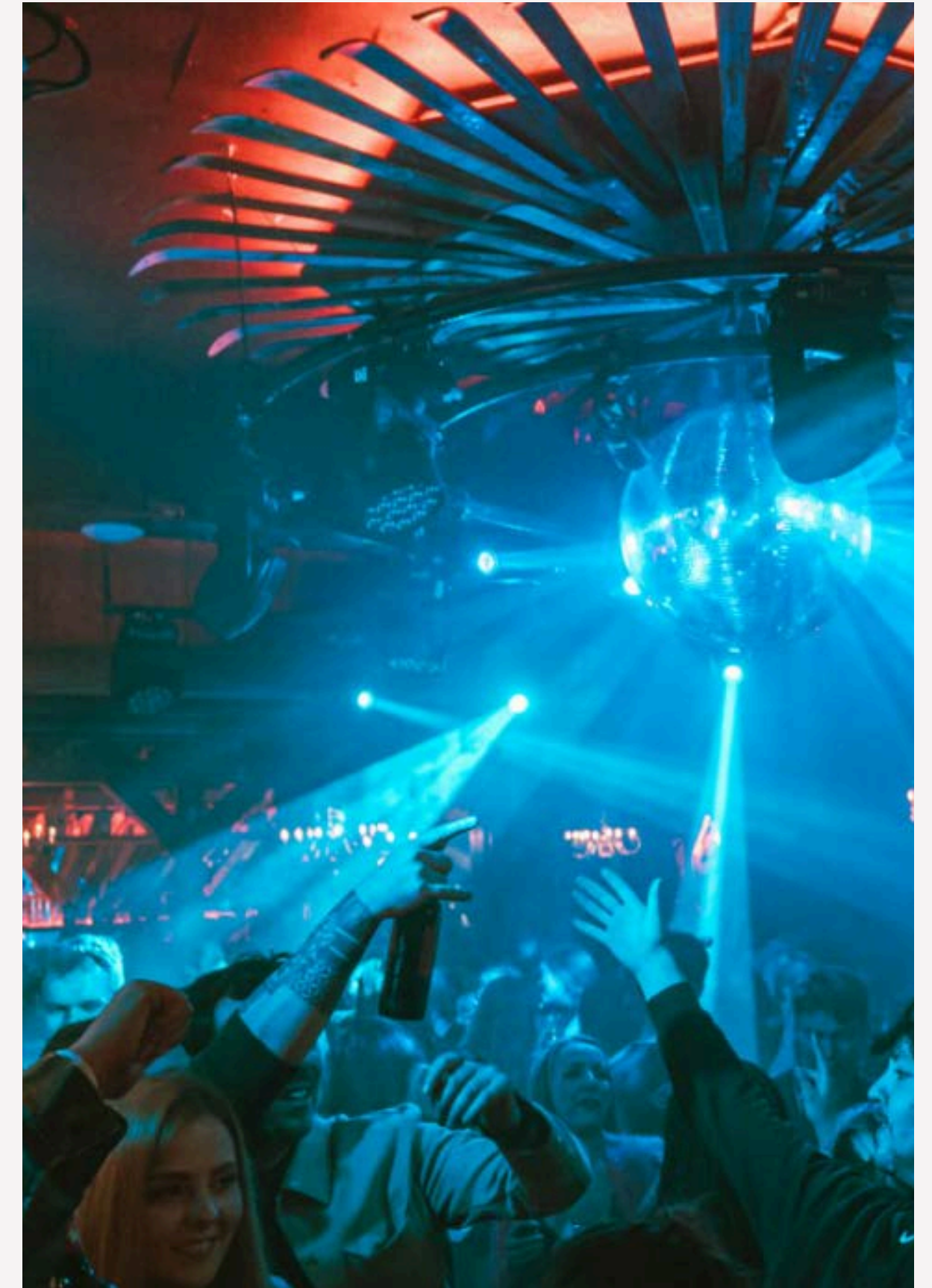


NWTC

NWTC is a community, inclusive of people from all walks of life. We attribute our success to the value placed on individuality. Our company vision of creating amazing spaces to be enjoyed by all is mirrored within our people strategy. The commitments in this strategy focus on offering each individual an abundance of support, endless opportunities for personal & professional development and a FUN environment where anyone can thrive!

This report for 2024 (reported in 2025), used a snapshot date of March 2024. In this report, we will explain our findings and outline the key actions we are taking to maintain a safe space, promote an inclusive environment and offer equal and accessible opportunities for people of all genders within New World.

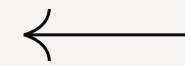
*Amber Wood*  
*Managing Director*



## Gender pay & bonus gap

Difference between Male & Female	Mean	Median
Gender pay gap	9.34%	5.27%
Gender bonus gap	52.13%	50%

We have a mean gender pay gap of 9.34% (average) which is 0.44% lower than the previous reporting year. We have a median gender pay gap of 5.27% (middle). Gender bonus gap calculations include all relevant employees, employed on the snapshot date of March 2024.



## Proportion of employees receiving a bonus

### Female

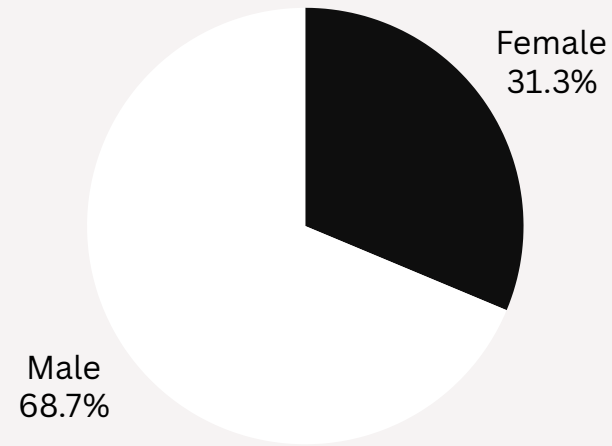


### Male



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### Upper Quartile



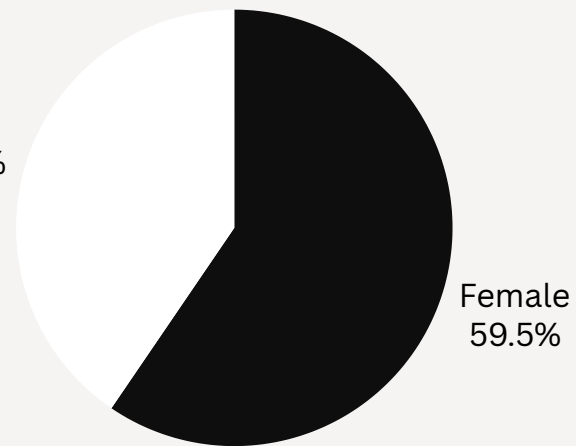
### Upper Middle Quartile



### Lower Middle Quartile



### Lower Quartile



Our team members are paid equally regardless of gender, so the variances in our gender pay gap come from a lack of female representation within certain roles (represented in upper quartile and upper middle quartile). These are representations of senior management roles in sites, senior roles within our Head Office teams and Directors.

*To work towards better representation in senior roles our Leadership development and training will focus on investing in the careers of our junior managers as they work towards becoming the future leaders of New World. We are also intending to make significant changes at board level.*



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# Our Commitments

## Education

At NWTC Equality training has always been mandatory for every single team member. We are proud to say that we have updated our 'Safe Space' sexual harassment policy by including it into our interview process and building it into our employee handbook. Training for all line managers in both our sites and Central Support ensure our future remains inclusive for all who join New World.

## Inclusive Kitchens

Kitchens are at the heart of every NWTC venue, however we continue to see Women disproportionately underrepresented within this department. To support the development of our kitchen teams, we will be relaunching funded qualifications and building this into our training offering.

## Benefits

Focusing on benefits to support working mothers is another channel of focus. Our enhanced maternity packages continue to be industry leading and with the addition of further flexible working we can support the professional development of females with families equally to all other team members.



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