



Gender Pay Report

→ 1st April 2024 - 31st March 2025



NWTC

NWTC is a community that brings together people from all walks of life. We believe our success is built on valuing individuality and creating an environment where everyone feels they belong. Guided by our core values of being hardworking, honest, fair and fun, we are committed to fostering a culture that supports and empowers every individual.

Our vision of creating amazing spaces to be enjoyed by all is reflected in our people strategy. This strategy is centred on providing meaningful support, offering continuous opportunities for both personal and professional growth, and cultivating a fun, inclusive environment where everyone has the opportunity to thrive.

This Gender Pay Gap Report relates to 2025 (reported in 2026) and is based on a snapshot date of March 2025. Within this report, we share our findings and outline the actions we are taking to maintain a safe and supportive workplace, promote inclusivity, and ensure equal and accessible opportunities for people of all genders across NWTC.



Amber Wood
CEO



Gender pay & bonus gap

Difference between Male & Female	Mean	Median
Gender pay gap	4.47%	4.67%
Gender bonus gap	-77.64%	33.33%

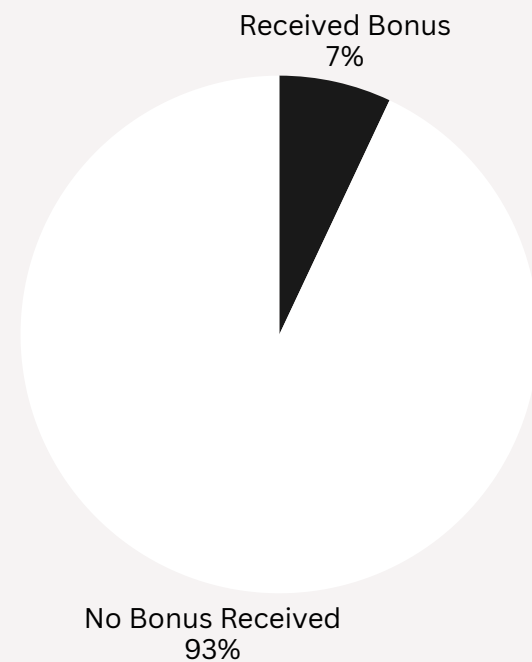
For 2025 (reported in 2026), our gender pay gap has improved compared to the previous reporting year. Our mean gender pay gap is 4.47%, while our median gender pay gap is 4.67%, reflecting a continued narrowing of the gap.

Gender bonus gap calculations include all relevant employees employed on the snapshot date of March 2025. For this reporting period, our mean gender bonus gap is -77.64%, and our median gender bonus gap is 33.33%.

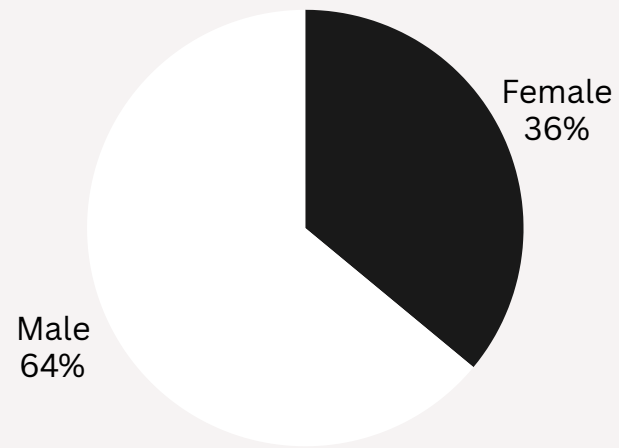
Proportion of employees receiving a bonus

Female

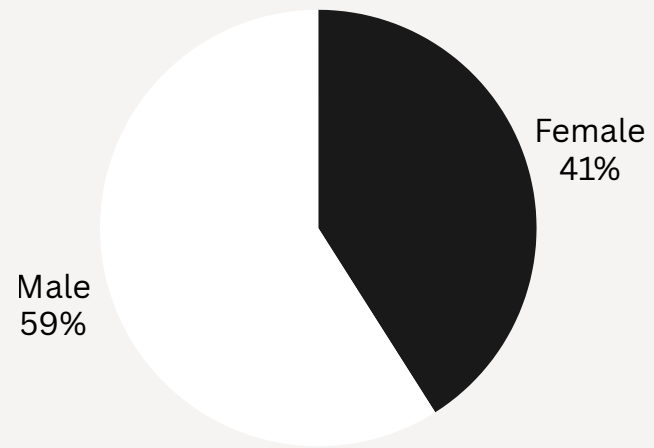
Male



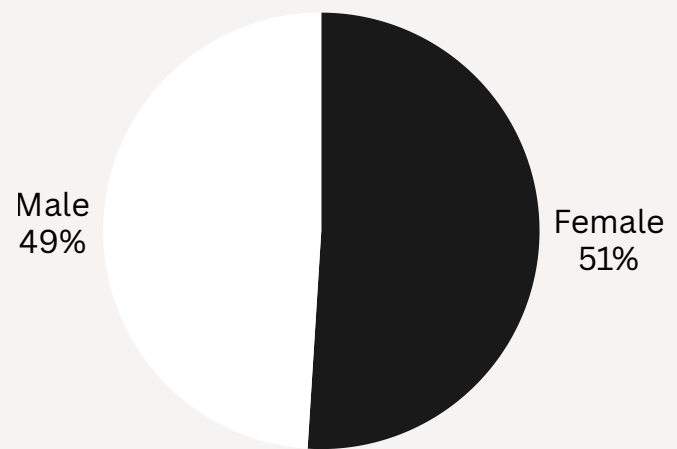
Upper Quartile



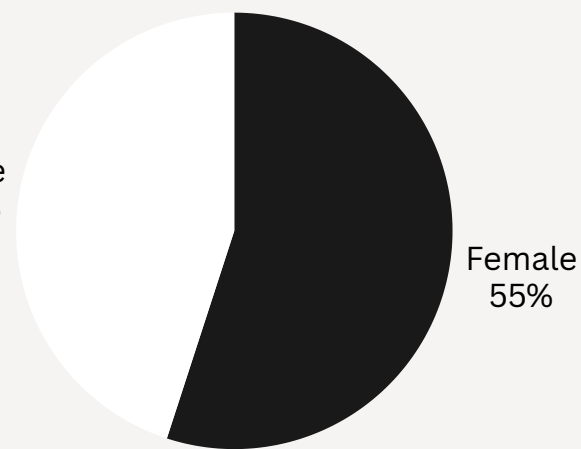
Upper Middle Quartile



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 with the launch of career pathways. Designed to upskill in key areas including, Health and Safety, Finance, Guest/Operational excellence and People. Supporting them to become the future leaders of New World.



Our Commitments



Education

At NWTC, equality training has always been a mandatory requirement for every team member. It is embedded throughout the employee journey; forming part of our interview processes, onboarding and the ongoing development of our senior leaders through dedicated People Practice training.

We are proud to share that this year we have successfully trained all senior managers on the full employee lifecycle, with a strong emphasis on equality at every stage. In addition, we have enhanced our job descriptions to clearly outline role expectations from the outset, alongside introducing defined career pathways for our junior managers to support their development as future leaders.

Ongoing training for all line managers, across both our sites and Central Support, ensures that we continue to foster an inclusive environment for everyone who joins 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 better support the development of our kitchen teams, we are reviewing our back-of-house training and incentives to ensure they are specifically designed to promote both career progression and equality across all team members.

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.

