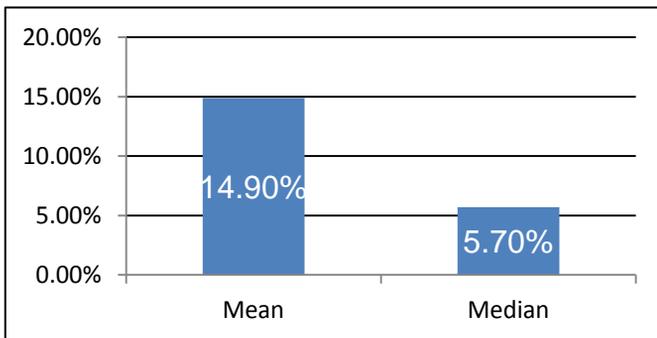


## Gender Pay Gap Reporting

As Europe's leading health and fitness group, we welcome the introduction of the Gender Pay Act and in line with UK government requirements, we'd like to share our Gender Pay Gap Report. The Gender Pay Gap is the mechanism UK organisations use to help understand the difference between the **average** earnings of all men and all women in their organisation.

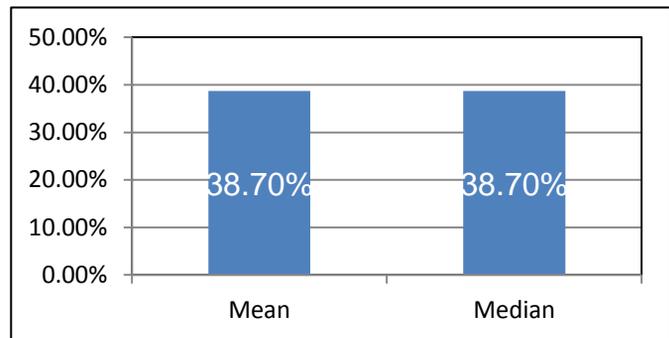
### Our Gender Pay Gap

The difference between the average hourly rate of pay for male and female team members.



### Our Bonus Gender Pay Gap

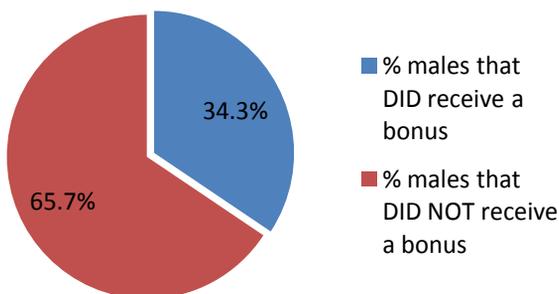
The difference between the average bonus pay that male and female team members received.



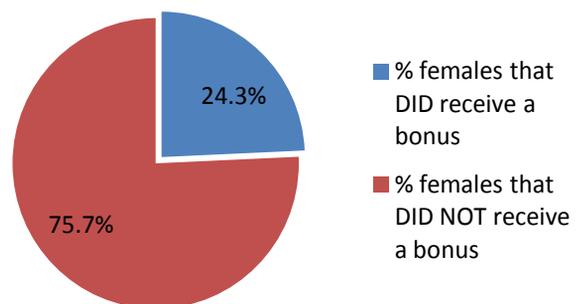
## Bonus Pay Distribution

The proportion of male / female team members who were paid any amount of bonus pay. (Bonus includes bonus and commission payments for the purpose of this calculation)

### Bonus distribution for male employees

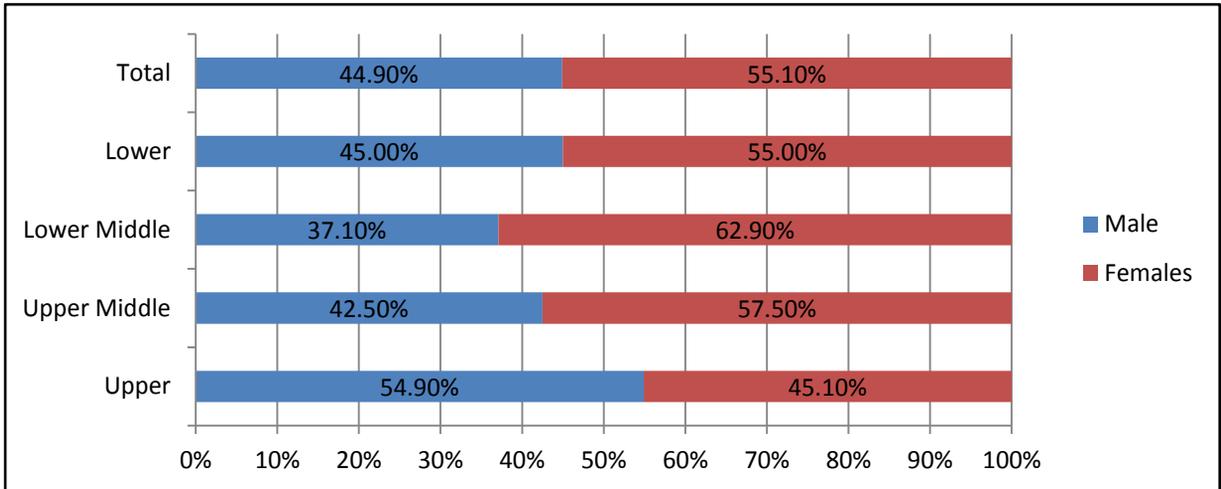


### Bonus distribution for female employees



### Our Pay Quartiles

The proportions of male and female team members in four quartile pay bands. The quartile pay bands are based on average hourly pay.



### Summary

Our analysis tells us that currently we have a gender pay gap of 14.9% which means that the average pay of our male team members is 14.9% higher than the average pay of our female team members. Our data tells us that this is driven primarily because we have more men than women in our senior leadership roles. Across the UK, we actually employ more women than men - in fact 55% of our team members are women and so if we were to look outside of the senior leadership roles our Gender Pay Gap would be significantly less. Notwithstanding this, we are concerned that this gap exists and we are fully committed to reducing it and remain passionate about improving the gender split across all layers of our organisation and in particular supporting and enabling more women to move into more senior leadership roles with us.

### Future

To enable more women to move into more senior leadership roles we are taking short term measures to get the ball rolling, including focussing on our key senior leadership role of General Manager where we have a higher representation of males. We will do this by improving the gender split on our development programmes as well as listening to our high potential female managers to understand what organisational barriers exist to their career progression. We recognise that fully addressing this issue involves a cultural shift and so we are developing a long term strategy to review how we attract and develop our talent. We believe that a balanced workplace is a happy workplace for everyone, and we want to make sure that everyone in our business has an equal opportunity to thrive and reach their potential.

This information has been prepared by Lucy Jarvis, Reward and HR Policy Manager. This information has been reviewed and confirmed to be accurate by Glenn Earlam, CEO