



FITNESS FIRST CLUBS LTD

GENDER PAY GAP REPORTING



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Since the introduction of the Gender Pay legislation in April 2017, employers with more than 250 team members must calculate and publish their Gender Pay Gap.

Under the legislative requirements we are required to report on our Gender Pay and Bonus Pay at a certain point in time, called the snapshot date. This is the 5th of April 2018.

HOW HAVE WE CALCULATED OUR FIGURES?

Using data from our 500+ team members we have used the calculations set out in both the legislation and the reporting requirements.

How we calculate the median difference

We ranked pay from the lowest to the highest and took the rate of pay at the midpoint for both our male and female team members, the difference equals the median pay gap.

How we calculate the mean difference

For both our male and female team members we combined the rate of pay and divided this by the number of male/female team members, the difference equals the mean pay gap.

OUR RESULTS VERSUS THE UK AVERAGE

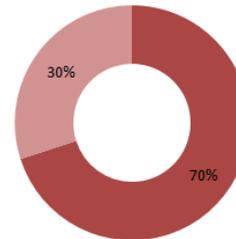
	FITNESS FIRST	UK
MEAN	17.1%	17.1%
MEDIAN	6.9%	17.9%

**based on Annual Survey of Hours and Earnings, Office of National Statistics 2017*

PAY QUANTILES

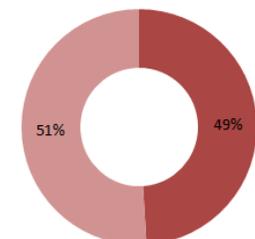
Pay quartiles show the proportion of our male and female team members who fall into each pay quartile

UPPER



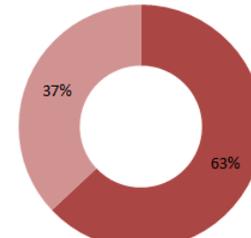
■ Male ■ Female

UPPER MIDDLE



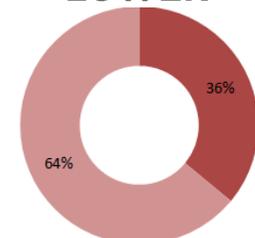
■ Male ■ Female

LOWER MIDDLE



■ Male ■ Female

LOWER



■ Male ■ Female

GENDER BONUS GAP REPORT

This considered the proportion of male and female team members who received a bonus in the 12 months preceding the snapshot date of the 5th of April 2018.

73% of our male team members received bonus

67% of our female team members received bonus

Difference between male and female bonus pay:

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MEAN	38%
MEDIAN	61.6%

WHY THE GAP?

Our data tells us that we have more men than women in our senior leadership roles. Our front line roles are proven to be attractive to both female and male applications, the rate of pay for these team members is set equally for men and women holding the same role paying a rate of pay based on their job role and market rates.

Our support centre and club management positions are held by a higher proportion of males specifically within senior roles. We are confident that the recruitment of our senior leadership positions and management roles across the company are recruited on the basis of skills and ability.

Since we last reported there have been significant changes at senior management level which has impacted on the gap relating to both pay and bonus. We are confident that our internal talent projects are contributing to a positive moment in our gender pay and bonus gap.

