



# Gender Pay Gap Report 2025

This report details April 2024 results



***Fitness First***



## What is the gender pay gap and how is it calculated?

The **Gender Pay Gap** is the difference between the average earnings of men and women across a workforce.

If all Fitness First employees were lined up in a female line, in order of pay from highest to lowest, the median gender pay gap compares the pay of the female in the middle of their line and the pay of the male in the middle.

The mean gender pay gap shows the difference in the average hourly rate of pay between men and women in a business.

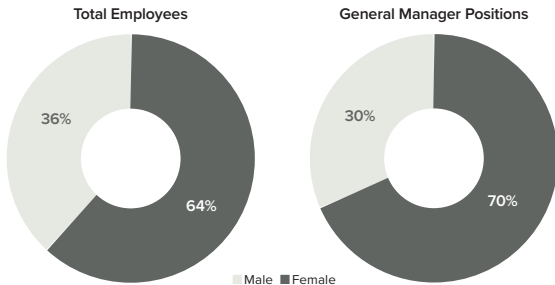
The Gender Pay Gap regulations do not report on equal pay, which refers to how much a man or woman is paid for doing the same, similar, or equal value work. Instead, it measures the difference between men and women's mean and median average hourly pay across the business, exclusive of consideration of role.

In many places, sectors and roles, men have earned (and continue to earn) more than women, even when the work is comparable. As well as being unfair, this imbalance serves to perpetuate gender-based stereotypes and discrimination. Reducing the gender pay gap, as well as being the right thing to do, increases productivity.

In the UK, the gender pay gap has narrowed considerably in the last decade, since the introduction of the Equality Act 2010 and further, gender-specific regulations. Indeed, some segments of the population now have women earning more than men. The aggregate picture, however, is still one in which the average man earns more than the average woman.



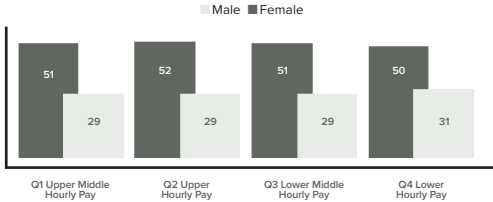
## Manager positions held April 2024



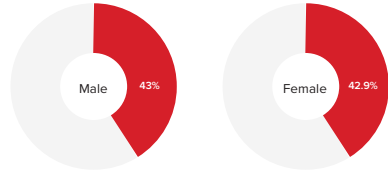
## Our gender pay gap results

- On the snapshot date of 5th April 2024, Fitness First Clubs Ltd employed a total of 382 people of which 139 were female and 243 were male.
- There was a total of 27 General Managers of which 8 were female and 19 were male.
- Fitness First Clubs Ltd is part of a wider non-reportable group business - Maddox holdings Ltd. The employees of Maddox buildings Ltd support the operation of the Fitness First Clubs.

### Proportion of males and females in each quarter



### Male and females receiving bonus payments



■ Our Median Gender pay gap is 0.0%

■ Our Mean Gender pay gap is 2.93%

■ Our Median Gender pay bonus gap is 28.25%

## Conclusion

Leading a premium gym fundamentally requires an inclusive culture, which is representative of its diverse customer base, but our cultural ambitions extend past gender alone.

We strive to provide an environment where people feel empowered to contribute to the success of the business, regardless of ethnicity, race, sexuality, or background, and one where colleagues feel secure in bringing their whole self to work. We have committed to define a clear Diversity & Inclusion agenda to continue to champion diversity of thought and fundamentally believe we can get stronger as a result.

## Action

We are committed to narrowing our gender pay gap and ensuring our colleagues have an equal chance to develop and succeed. Living our Purpose, Vision, and Values, we will continue to drive equity within the business by:

- Look at how we can encourage more females into areas of the business, such as General Managers, which have historically been male dominated.
- Introduce apprenticeship schemes to focus on underrepresented groups with diverse social backgrounds.
- Review the recruitment process to ensure that it is inclusive for everyone.
- Launch our Diversity and Inclusion strategy and network, that provides training and resources to everyone at Fitness First.

