



Gender Pay Gap

Our Results Versus the UK Average

	Fitness First
Mean	Nil return
Median	Nil return

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 2020.

- 52% of our male team members received bonus
- 60% of our female team members received bonus
- Difference between male and female bonus pay:

	Fitness First Clubs Ltd
Mean	37.23%
Median	48.30%

Why the gap?

The Mean and Median results for the snapshot date of 2020 are significantly impacted as all employees on the Fitness First Clubs Ltd payroll were on furlough at the snapshot date due to the government mandated lockdown. In line with guidance these employees have not been counted as full-pay relevant employees for the purpose of the calculations for mean, median and pay quartiles.

Fitness First Clubs Ltd is part of a wider non-reportable group business, whose employees supported the operation of the Fitness First clubs during periods when our business was closed.

The increase in the mean bonus pay is attributed to the lower representation of females within bonus driven roles in the relevant period.

Positively the Median Gender bonus gap for 2020 has reduced to 48.30% from 68.13%, which is a move in the right direction.

We are confident that the changes to the Company bonus structure from December 2020, which allows all club employees the opportunity to achieve bonus irrespective of their role within the Company, will have positive impact on the Gender Bonus Gap report.

