



*Fitness First*

# Gender Pay Gap Report 2023

This report details April 2022 results.





## **OUR PURPOSE**

We make you stronger in life, one training session at a time.

## **OUR VIVID VISION**

We will be the gym that puts members at the heart of everything we do; creating fitness rich experiences, wherever they train.

## OUR VALUES: THE WINNING WAYS

Our Winning Ways are at the core of everything we do and drive the right behaviours. Putting them into action every day is how we will win.



### Win Together

Harness the strength of our teams, collaborate, embrace diversity, and invest in each other.



### Aim Higher

Make an impact. Focus on the exponential as opposed to the incremental. Imagine what great could look like, be bold and create a plan to get there.



### Own It

Approach situations with an open mind and explore different views. Make the effort to look beyond the status quo and ask “is there a better way?”



### We Care

Invest in each other, personally and professionally. Act with empathy and be aware of the impact we can have on each other and our members.



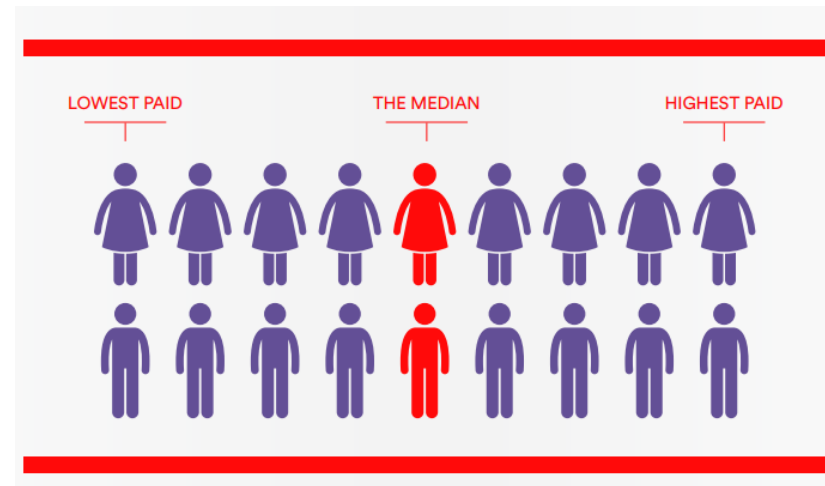
### Love What We Do

Inspire each other to achieve more. Our energy and ability to energise others sets us apart.



## 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.





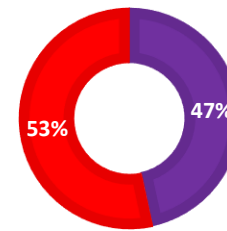
## WHAT IS THE GENDER PAY GAP AND HOW IS IT CALCULATED?

- 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.

## OUR GENDER PAY GAP RESULTS

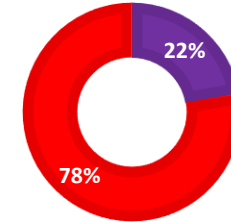
- On the snapshot date of 5th April 2022, Fitness First Clubs Ltd employed a total of 369 people of which 172 were female and 197 were male.
- There was a total of 36 General Managers of which 8 were female and 28 were male.
- Fitness First Clubs Ltd is part of a wider non-reportable group business - Maddox holdings Ltd. The employees of Maddox holdings Ltd support the operation of the Fitness First Clubs

TOTAL EMPLOYEES  
BY GENDER



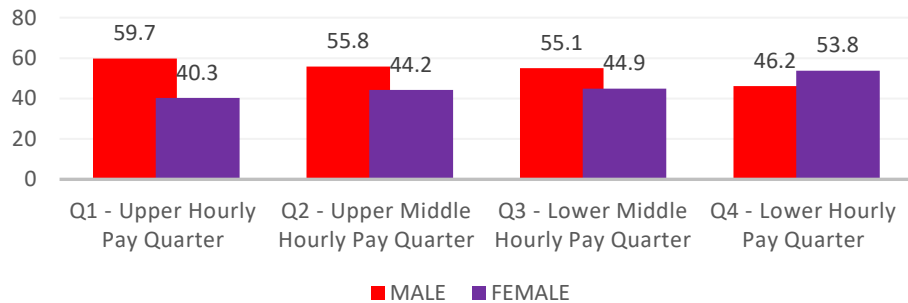
■ Females ■ Males

APRIL 2022 - GENERAL  
MANAGER POSITIONS HELD  
BY GENDER



■ Female ■ Male

Proportion of Males and Females  
in each quarter



Proportion of Male and Females  
receiving bonus payments

MALE – 53.8% - FEMALE - 56.4%

OUR MEAN GENDER PAY GAP FOR BONUS PAY  
**16.2%**

OUR MEDIAN GENDER PAY GAP IS  
**0.0%**

OUR MEAN GENDER PAY GAP IS  
**6.2%**

OUR MEDIAN GENDER PAY GAP BONUS  
**5.3%**



## 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.



