

Bannatyne

Bannatyne Group PLC

Gender Pay Gap Report 2018

2 April 2019

This report sets out The Bannatyne Group plc's Gender Pay Gap results as at 4 April 2018. These results cover our health clubs, hotels and head office across Great Britain and relates to a diverse workforce of 2815 employees.

	<u>Mean (2017)</u>	<u>Median (2017)</u>
Gender Pay Gap	9.6% (11.2%)	2.5% (-0.3%)
Gender Bonus Gap	57.9% (52.1%)	35.2% (14.3%)

The following proportion of employees received a bonus during the period:

Women: 23.2% (2017: 26.2%)

Men: 31.4% (2017: 32.5%)

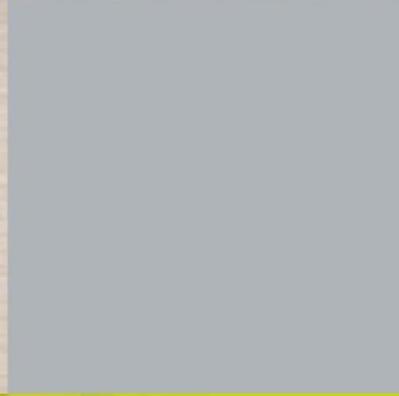
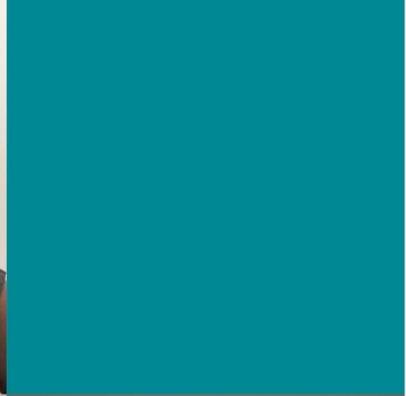
The following pay quartiles existed across the business:

<u>Quartile</u>	<u>Female (2017)</u>	<u>Male (2017)</u>
Lower	72.3% (68.4%)	27.7% (31.6%)
Lower Middle	68.9% (69.3%)	31.1% (30.7%)
Upper Middle	71.2% (73.2%)	28.8% (26.8%)
Upper	65.9% (64.9%)	34.1% (35.1%)

I hereby confirm that the above information is true and accurate.

Ed James, Legal Director

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