

Bannatyne

The Bannatyne Group Limited

Gender Pay Gap Report 2022

27 March 2023

This report sets out The Bannatyne Group Limited's Gender Pay Gap results as at 5 April 2022. These results cover our health clubs, hotels and head office across Great Britain and relates to a diverse workforce of 2,857 employees.

	<u>Mean (2021 figure)</u>	<u>Median (2021 figure)</u>
Gender Pay Gap	-0.4% (2.7%)	-0.3% (-0.1%)
Gender Bonus Gap	70.3% (26.8%)	70.1% (21.9%)

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

Women: 37.0% (2020: 3.0%)

Men: 27.8% (2020: 9.9%)

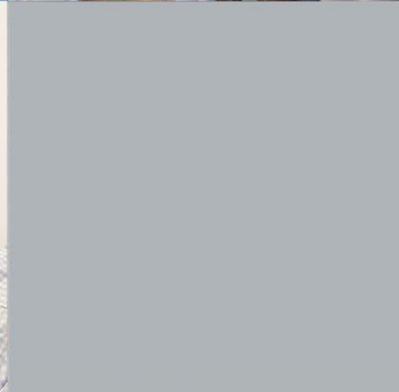
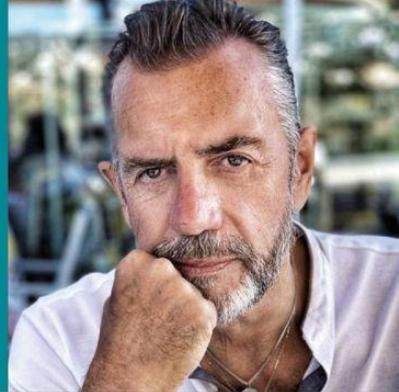
The following pay quartiles existed across the business:

<u>Quartile</u>	<u>Female (2021 figure)</u>	<u>Male (2021 figure)</u>
Lower	68.2% (72.3%)	31.8% (27.7%)
Lower Middle	70.2% (66.1%)	29.8% (33.9%)
Upper Middle	69.4% (73.7%)	30.6% (26.3%)
Upper	67.4% (65.0%)	32.6% (35.0%)

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

Vicki Brown, Finance Director

Bannatyne



Bannatyne Group

