

# The Bannatyne Group Limited

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## Gender Pay Gap Report 2024

25 March 2025

This report sets out The Bannatyne Group Limited's Gender Pay Gap results as at 5 April 2024. These results cover our health clubs, hotels and head office across Great Britain and relates to a diverse workforce of 2766 employees.

	<u>Mean (2023 figure)</u>	<u>Median (2023 figure)</u>
Gender Pay Gap	7.4% (6.6%)	-1.1% (-0.2%)
Gender Bonus Gap	53.5% (65.9%)	71.3% (70.5%)

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

Women: 45.1% (2023: 40.3%)

Men: 35.6% (2023: 34.1%)

The following pay quartiles existed across the business:

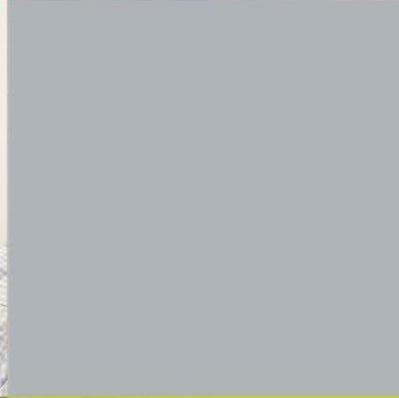
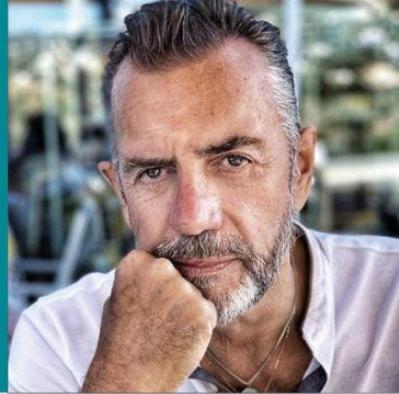
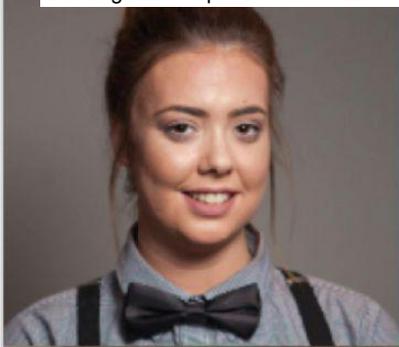
<u>Quartile</u>	<u>Female (2023 figure)</u>	<u>Male (2023 figure)</u>
Lower	64.5% (72.1%)	35.5% (27.9%)
Lower Middle	64.4% (65.6%)	35.6% (34.4%)
Upper Middle	73.3% (69.5%)	26.7% (30.5%)
Upper	63.7% (68.9%)	36.3% (31.1%)

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

DocuSigned by:  
  
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Vicki Brown, Chief Financial Officer

**Bannatyne**



# Bannatyne Group

