

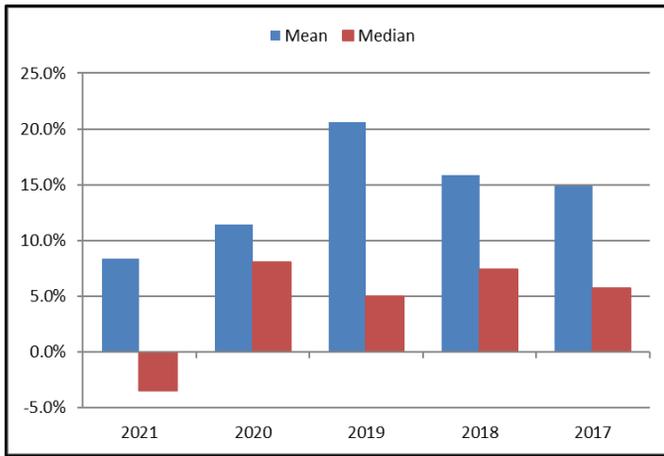
Gender Pay Gap Reporting 2021

We are delighted by the improvement in our gender pay gap, bonus pay gap and pay quartiles for the 2021 gender pay gap reporting.

We continue in our commitment to focus on the pay quartiles and to ensuring inclusivity, and will continue to use this reporting and analysis to help shape our future agenda.

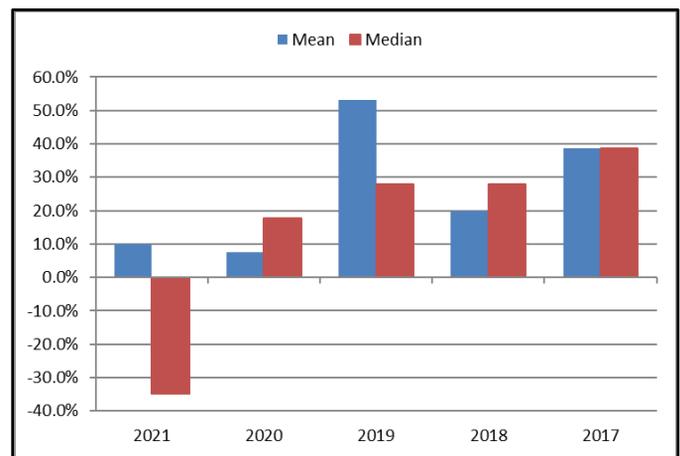
Gender Pay Gap

The difference between the average hourly rate of pay for male and female team members.



Bonus Gender Pay Gap

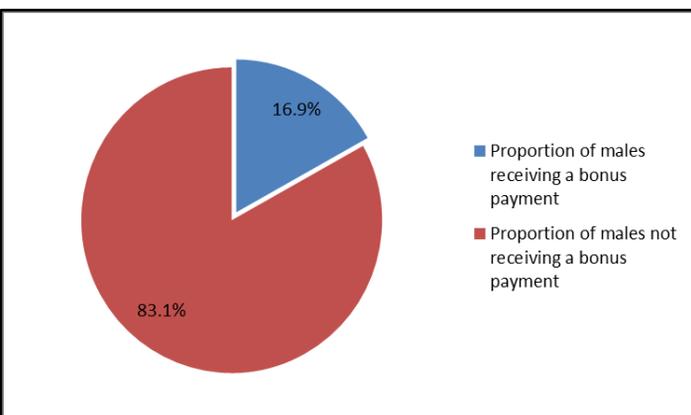
The difference between the average bonus pay that male and female team members received over a year.



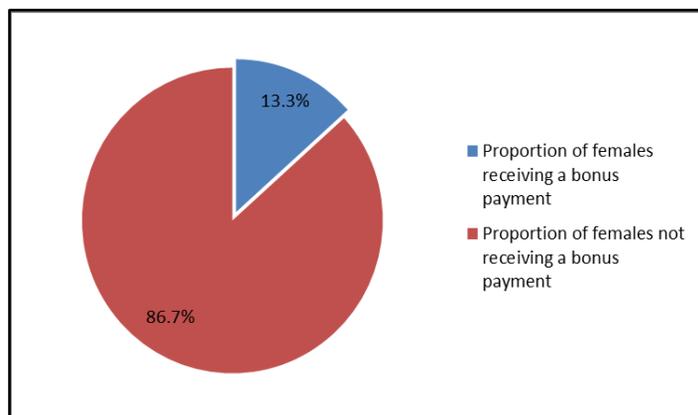
Bonus Pay Distribution

The proportion of male / female team members who were paid any amount of bonus pay. (Bonus includes bonus and commission payments for the purpose of this calculation)

Bonus distribution for male employees

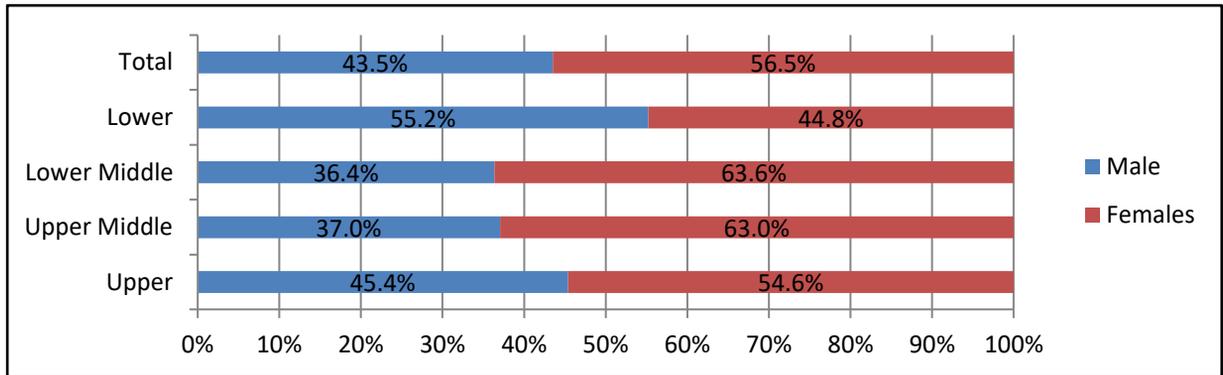


Bonus distribution for female employees



Pay Quartiles

The proportions of male and female team members in four quartile pay bands. The quartile pay bands are based on average hourly pay.



Summary

Our analysis tells us that the average mean pay of our male team members was 8.3% higher than our female team members and the average median pay of our female team members was 3.4% higher than our male team members in April 2020. This is an improvement on the previous 4 years and the bonus pay gap also shows an improvement and a similar pattern.

Our focus continues to be on the proportion of females in our leadership roles. We are delighted to see how we have improved in this area with females in the upper quartile being 1.9% lower than their overall representation in the company compared to 10% lower when we started reporting the representation of females in the upper quartile 4 years ago.

Future

To enable more women to move into senior leadership roles we continue to focus on the role of the General Manager and we can see a notable difference in the female representation in this population. We will also look at the female representation on our talent pipelines into club management as we resume our usual talent programmes now our clubs are fully open again. As we enter 2022 we will continue to evolve our inclusion and diversity journey and return our focus to training and development with an expectation that we will see a positive impact in the future.

Calculation

Our gender pay gap reporting for 2021 is based on the snap shot date of 5th April 2021 and therefore the April 2021 pay period. Due to the pandemic, the UK David Lloyd Clubs were closed from January and they opened in various phases from the end of March through to the end of April in line with the Nations guidelines. During this period the majority of pay was furlough pay based on 2019-20 tax year. The weekly working hours for the gender pay gap reporting are taken from the usual working hours for March 2021 (as used for the calculation of flexible furlough pay for March hours which was paid in April).

This information has been prepared by Lucy Jarvis, Reward and HR Policy Manager.
This information has been reviewed and confirmed to be accurate by Russell Barnes, CEO.