



GENDER PAY GAP REPORT

2023

This is our first year of reporting our Gender Pay Gap data, and we are committed to putting in place an action plan that ensures pay parity between genders working at Gravity, across all brands.

The data in this report contains data from the pay period that includes 5 April 2023, and is calculated in line with government requirements.

The data includes all eligible employees on the Gravity Fitness Ltd payroll in the UK.



Harvey Jenkinson
CEO and Co-Founder



Nicola Rogerson
Chief People and Culture Officer

At Gravity we believe that having fun matters, and everyone is welcome.

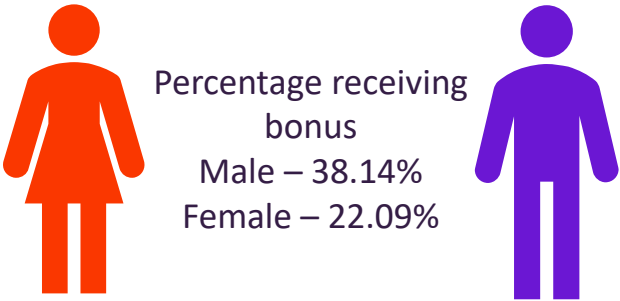
We value difference, are inclusive and treat everyone with equity. We pay all our onsite team members standard rates of hourly pay regardless of gender. Throughout the business we employ more women than men, however we have more men in senior leadership roles than women.

Moving forward we are committed to the development of all team members, with the aim of encouraging more women into senior leadership roles, and ensuring they have development and career opportunities at Gravity.

Overview and Declaration

Our Gender Pay Gap

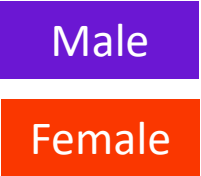
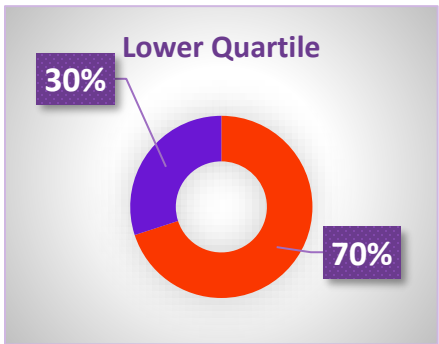
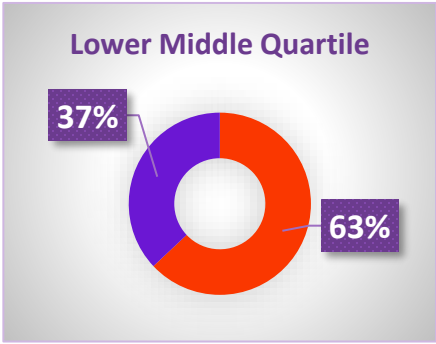
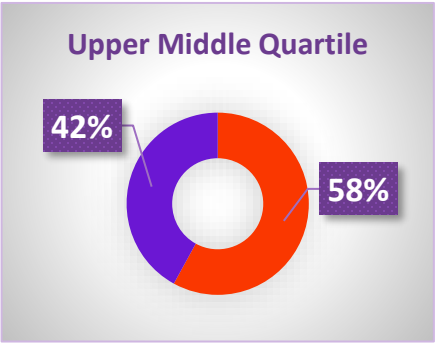
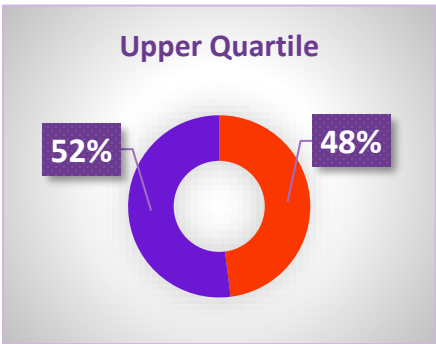
	Mean Average	Median Average
Gender Pay Gap	22.98%	21.55%
Gender Bonus Gap	47.12%	2.5%



The UK Gender Pay Gap in April 2023 according to the ONS was 7.7%. Our data would suggest that on average men are paid 22.98% higher than women, which does not reflect how we operate as a business. We pay the same rates of pay for all work of equal value regardless of gender, and we employ more females (59.7%) than males.

Our pay gap is driven by the number of females in senior roles being under-represented, and this is the level at which pay is typically at a higher rate, and bonus earning potential increases.

The charts below show all colleagues (at the snapshot date) that were employed by Gravity, split into 4 equal groups, with 175 team members in each quartile. All 4 quartiles contain hourly paid, site-based roles.



Our Action Plan

We are committed to putting measures in place that further ensure our approach to equality. Below are all of the ways that our business and people strategy are supporting inclusivity at Gravity.

Awareness

People continue to be the first agenda point for the Board, and we are committed to reviewing our people data regularly. We have shared this at our 2023 Managers Conference and will continue to share and educate our teams on the importance of inclusivity.

Development

We are set to launch a series of management development workshops which our leaders can sign up to. This will support them in their current roles and when applying for promotion opportunities.

Our long-term aim is to develop leadership capability and ensure equality of opportunity for movement into senior roles.

Engagement

Our suite of policies is in review, and we will focus on ensuring that there is no bias across any of our processes.

We offer a working environment that is accessible and welcoming to all, including our Head Office. There is flexibility in working arrangements that suits both the business and team members.

Values

We have recently reviewed our business values and have started the process of starting to embed them into the business.

We are working in collaboration with our team members to write our leadership behaviour framework that will underpin these values.

Recruitment

We are in the process of reviewing all our recruitment policies and processes, with training for managers scheduled in 2024. There will be a focus on ensuring that there is no bias in our recruitment processes. We encourage internal promotions, and track these in our monthly reporting.

Talent

We are launching a talent and succession planning process, that will enable us to review all talent in the business and support our future talent in building effective development plans to help them reach their career ambitions.