

GRAVITY®

GENDER PAY GAP REPORT

2025

We continue to be committed to reviewing our gender pay gap and are proud of the work we've undertaken to reduce our mean gender pay gap significantly in just one year. Our action plan is clearly working, and we have reviewed our plan to ensure pay parity between genders.

The data in this report contains data from the pay period that includes 5 April 2025 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

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

We value difference, are inclusive and treat everyone with equity. Our onsite Team Members have a clearly defined pay matrix which is consistent regardless of gender. We still have more men in senior roles, but I'm proud of the work being undertaken to support the development of women throughout the business, especially with the uptake of apprenticeships for 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.

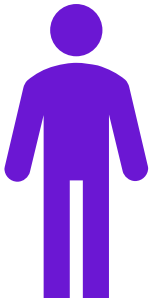
Overview and Declaration

Our Gender Pay Gap

	Mean Average	Median Average
Gender Pay Gap	14.98%	11.10%
Gender Bonus Gap	33.09%	00.00%



Percentage receiving bonus
 Male – 4.35%
 Female – 5.90%

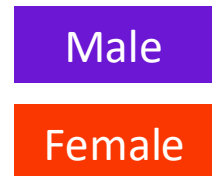
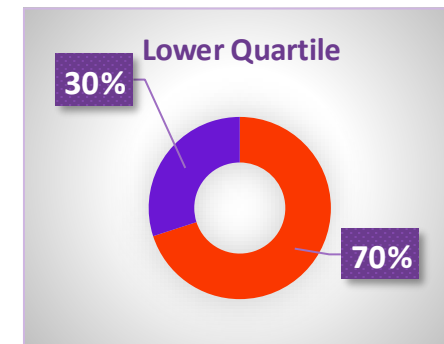
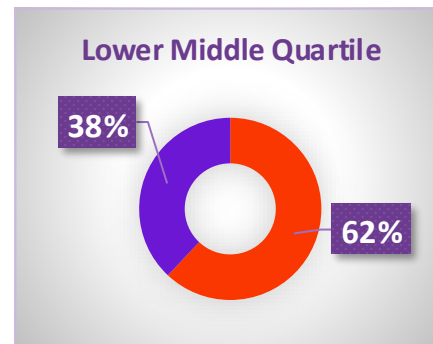
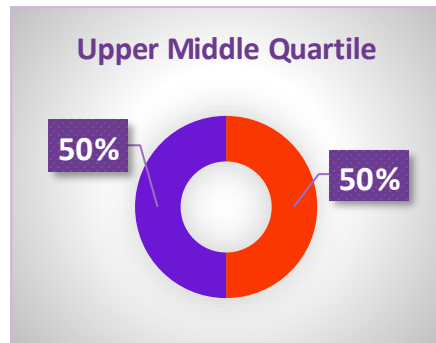
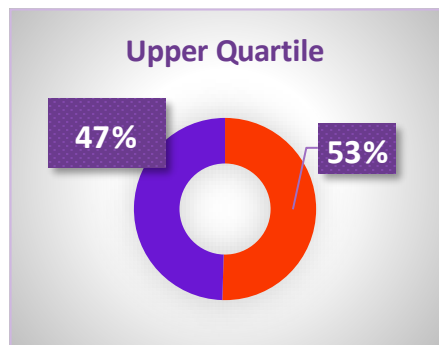


Our mean average in 2025 would suggest that men are paid higher than women, which is a change from our last years mean which favoured women. The work that was undertaken in the year was to externally benchmark all roles within the business and align pay for comparable roles. We pay the same rates of pay for all work of equal value regardless of gender, and we employ slightly less males (41%) than females, a slight change from last year.

Our median pay gap is driven by the number of females in senior roles being under-represented - a theme continued from last year. This is the level at which pay is typically at a higher rate, and bonus earning potential increases.

Due to financial constraints and current trade in 2025, bonuses paid were significantly lower compared to 2024.

The charts below show represents all colleagues (at the snapshot date) that were employed by Gravity, split into 4 equal groups. The figures have changed marginally since last years report but remain broadly in line.



Our Plan in Action

We are committed to continually reviewing where we're at as a business and 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

We have introduced a new People System that allows a greater insight into our people data for all managers and allows us to communicate much more widely with the business. This will allow us to ensure we keep People high on the agenda, and our first Business Connection Conference was held with People top of the agenda.

Development

Further development workshops in the pipeline focusing on performance management, ensuring all Team Members receive feedback and support in their roles were planned.

We also opened applications for apprenticeships, with 13 being approved at all levels.

We will continue on our aim of developing our leaders, giving equality of opportunity for all.

Engagement

We have carried out a full review of all of our policies, paying particular attention to our family friendly policies.

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, and the uptake of this is more flexible than ever.

Values

Our values are now being brought to life through our leadership behaviour framework, that was released in 2025. Work is ongoing to bring this into our performance management discussions, as well as recruitment.

Recruitment

Our recruitment processes received an overhaul in 2025, and 2026 will see us moving to a new ATS platform with further improvements, and reporting metrics. There is 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

Talent management is new to us but 2024 saw the soft launch of a new talent management process, and succession plans have now been built starting with the executive team. We'll continue to review this process and implement this further in 2025.