

Bannatyne

The Bannatyne Group Limited

Gender Pay Gap Report 2020

1 October 2021

This report sets out The Bannatyne Group Limited's Gender Pay Gap results as at 5 April 2020. These results cover our health clubs, hotels and head office across Great Britain and relates to a diverse workforce of 2709 employees.

	<u>Mean (2018 figure)</u>	<u>Median (2018 figure)</u>
Gender Pay Gap	2.9% (9.6%)	0.4% (2.5%)
Gender Bonus Gap	61.5% (57.9%)	66.2% (35.2%)

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

Women: 34.4% (2018: 23.2%)

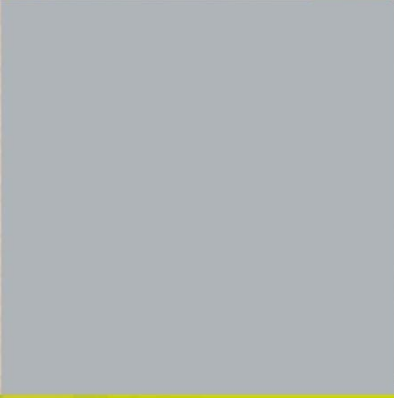
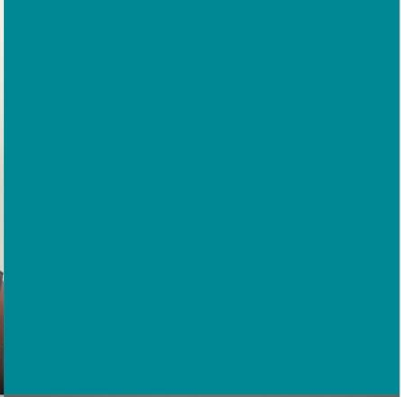
Men: 37.7% (2018: 31.4%)

The following pay quartiles existed across the business:

<u>Quartile</u>	<u>Female (2018 figure)</u>	<u>Male (2018 figure)</u>
Lower	66.7% (72.3%)	33.3% (27.7%)
Lower Middle	74.6% (68.9%)	25.4% (31.1%)
Upper Middle	72.4% (71.2%)	27.6% (28.8%)
Upper	66.8% (65.9%)	33.2% (34.1%)

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

Ed James, Legal Director



Bannatyne Group

