

Bannatyne

The Bannatyne Group Limited

Gender Pay Gap Report 2021

31 March 2022

This report sets out The Bannatyne Group Limited's Gender Pay Gap results as at 5 April 2021. These results cover our health clubs, hotels and head office across Great Britain and relates to a diverse workforce of 2617 employees.

	<u>Mean (2020 figure)</u>	<u>Median (2020 figure)</u>
Gender Pay Gap	2.7% (2.9%)	-0.1% (0.4%)
Gender Bonus Gap	26.8% (61.5%)	21.9% (66.2%)

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

Women: 3% (2020: 34.4%)

Men: 9.9% (2020: 37.7%)

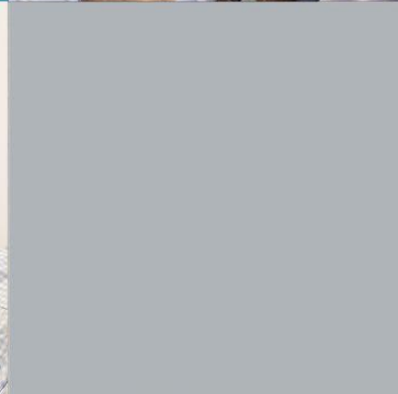
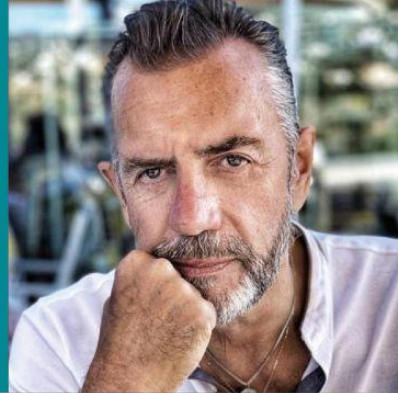
The following pay quartiles existed across the business:

<u>Quartile</u>	<u>Female (2020 figure)</u>	<u>Male (2020 figure)</u>
Lower	72.3% (66.7%)	27.7% (33.3%)
Lower Middle	66.1% (74.6%)	33.9% (25.4%)
Upper Middle	73.7% (72.4%)	26.3% (27.6%)
Upper	65% (66.8%)	35% (33.2%)

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



Ed James, Legal Director



Bannatyne Group

