

Bannatyne

The Bannatyne Group Limited

Gender Pay Gap Report 2023

27 March 2024

This report sets out The Bannatyne Group Limited's Gender Pay Gap results as at 5 April 2023. These results cover our health clubs, hotels and head office across Great Britain and relates to a diverse workforce of 2,682 employees.

	<u>Mean (2022 figure)</u>	<u>Median (2022 figure)</u>
Gender Pay Gap	6.6% (-0.4%)	-0.2% (-0.3%)
Gender Bonus Gap	65.9% (70.3%)	70.5% (70.1%)

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

Women: 40.3% (2022: 37.0%)

Men: 34.1% (2022: 27.8%)

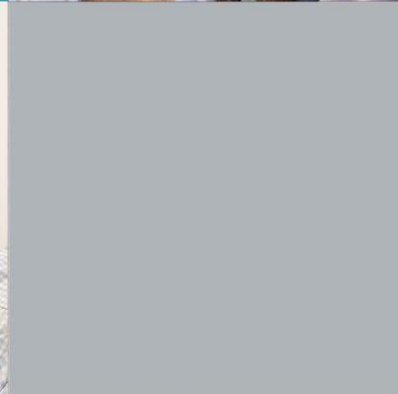
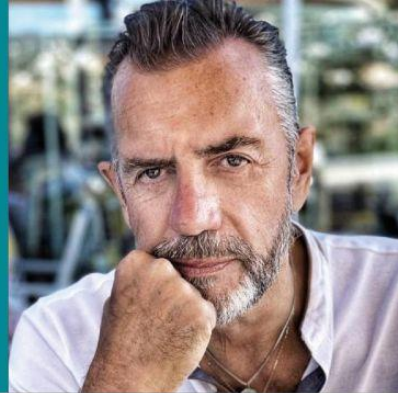
The following pay quartiles existed across the business:

<u>Quartile</u>	<u>Female (2022 figure)</u>	<u>Male (2022 figure)</u>
Lower	72.1% (68.2%)	27.9% (31.8%)
Lower Middle	65.6% (70.2%)	34.4% (29.8%)
Upper Middle	69.5% (69.4%)	30.5% (30.6%)
Upper	68.9% (67.4%)	31.1% (32.6%)

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

Vicki Brown, Finance Director

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