

# The Bannatyne Group Limited

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## Gender Pay Gap Report 2025

18 March 2026

This report sets out The Bannatyne Group Limited's Gender Pay Gap results as at 5 April 2025. These results cover our health clubs, hotels and head office across Great Britain and relates to a diverse workforce of 2,809 employees.

	<u>Mean (2024 figure)</u>	<u>Median (2024 figure)</u>
Gender Pay Gap	6.3% (7.4%)	-0.8% (-1.1%)
Gender Bonus Gap	55.9% (53.5%)	72.4% (71.3%)

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

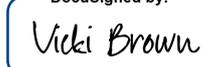
Women: 51.0% (2024: 45.1%)

Men: 41.8% (2024: 35.6%)

The following pay quartiles existed across the business:

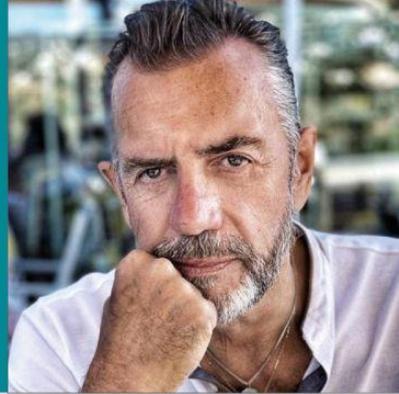
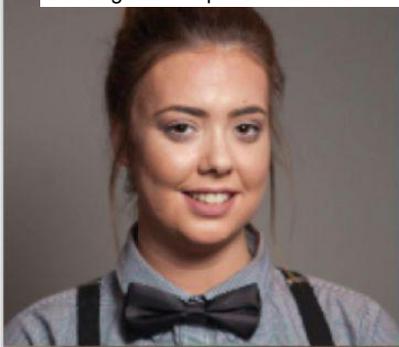
<u>Quartile</u>	<u>Female (2024 figure)</u>	<u>Male (2024 figure)</u>
Lower	64.4% (64.5%)	35.6% (35.5%)
Lower Middle	65.6% (64.4%)	34.4% (35.6%)
Upper Middle	77.7% (73.3%)	22.3% (26.7%)
Upper	62.6% (63.7%)	37.4% (36.3%)

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

DocuSigned by:  
  
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Vicki Brown, Chief Financial Officer

**Bannatyne**



# Bannatyne Group

