

VIRGIN ACTIVE UK

GENDER PAY GAP REPORT - 2018

This report sets out our results for year ending April 2018, provides some background, and sets out plans for the improvements we propose in order to minimise the pay gap going forward.

MARCH 2019



INTRODUCTION

At Virgin Active we pride ourselves on having a diverse workforce with job opportunities for everyone regardless of gender.

We want to keep improving on this, and as a company we are committed to addressing gender representation at all levels and supporting women in the workforce.



OUR RESULTS

The overall gender pay gap for our business is 15%.

We're pleased that we're achieving a narrower pay gap than the UK average of 17.9%. However, we remain committed to improve this and narrow the gender pay gap.

PAY & BONUS GAP

Difference between men & women	Mean (Average)	Median (Middle)
Gender Pay Gap	15%	19%
Gender Bonus Gap	49.1%	27.2%

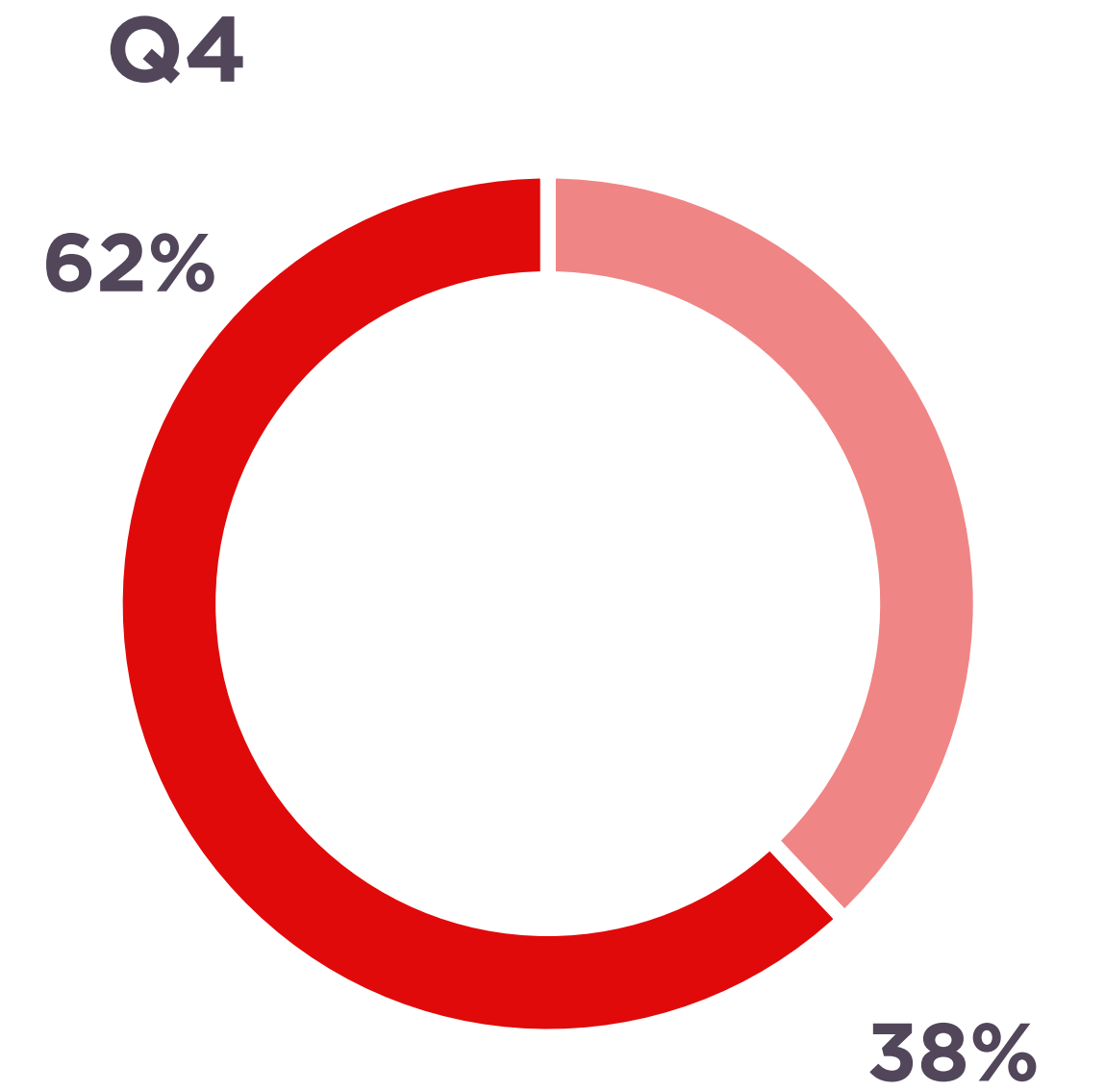
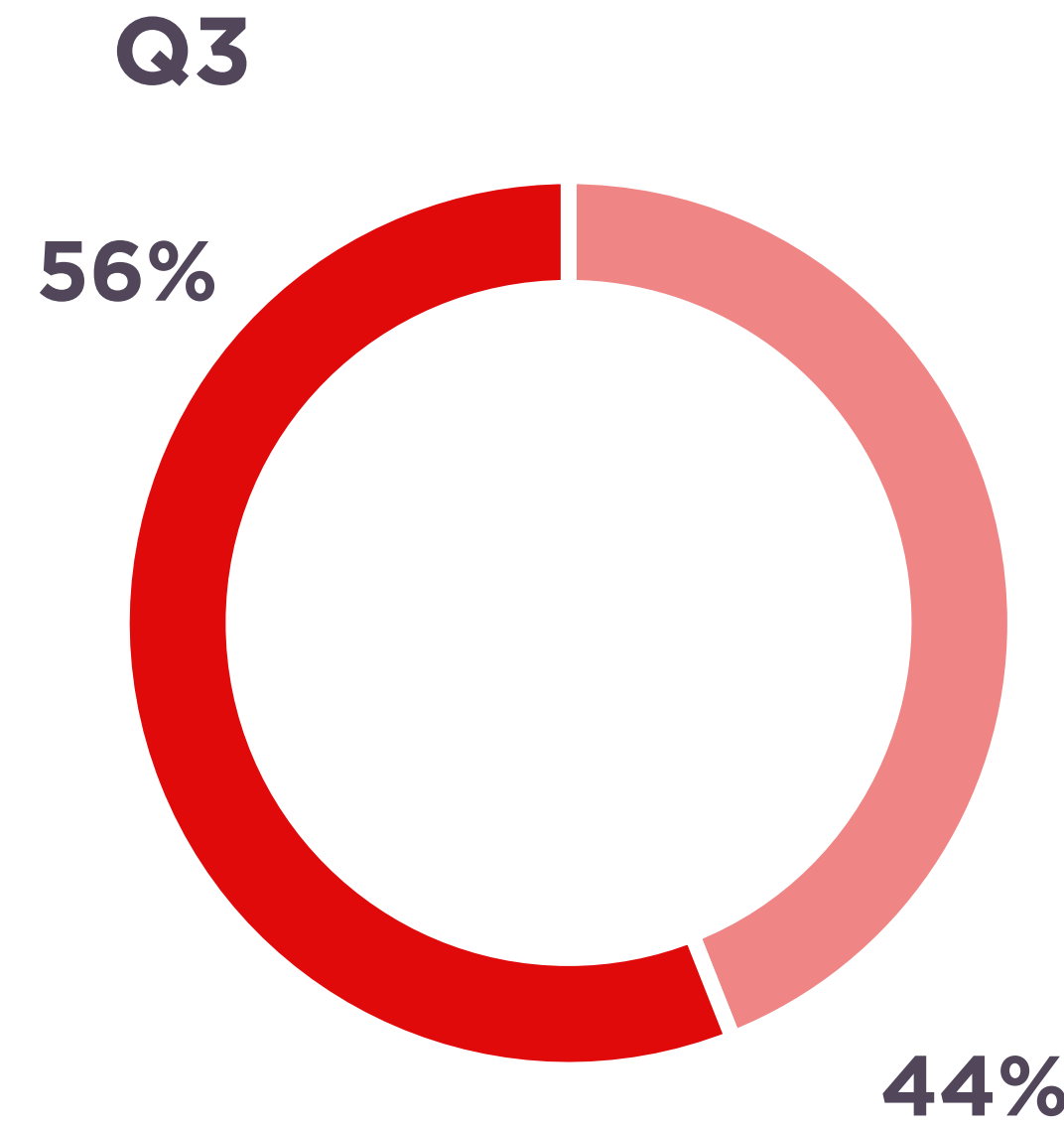
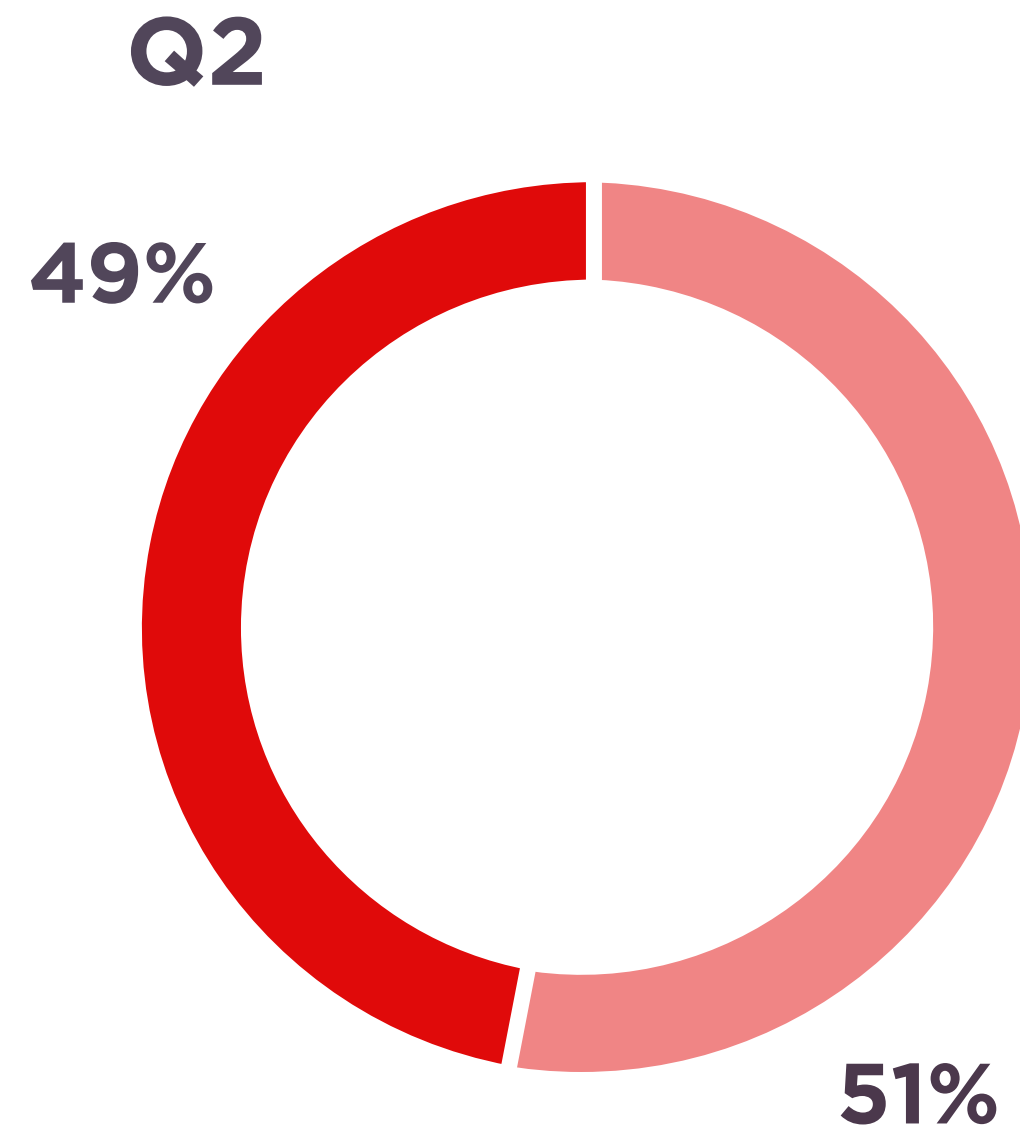
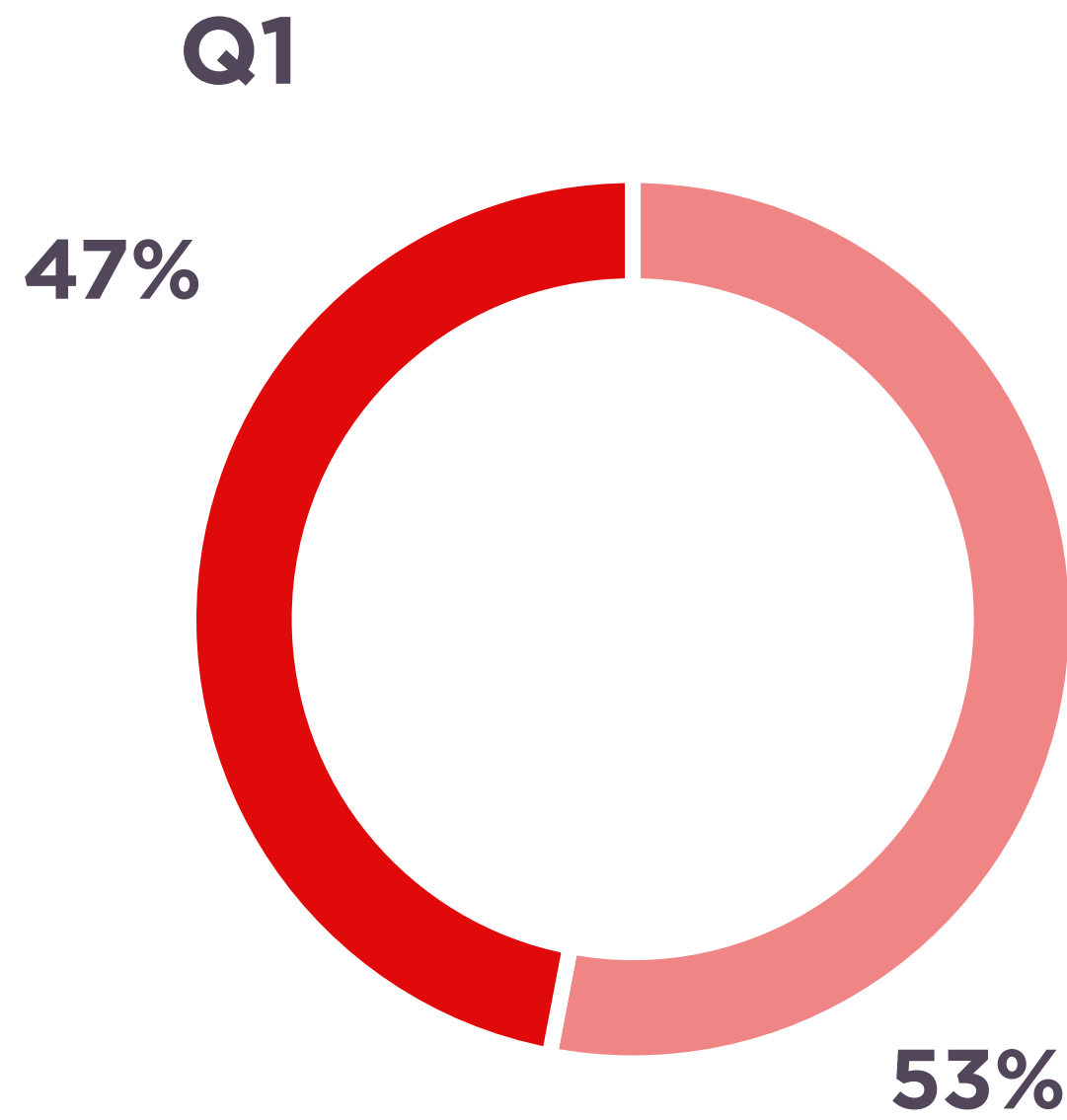
BONUS RECIPIENTS

Difference between men & women	Men	Women
% Receiving a bonus	7.4%	7.3%

OUR RESULTS

PAY QUARTILES

MALE **FEMALE**



OUR STORY

IN CLUBS

We have structured pay rates, ensuring equal pay for equal roles, regardless of gender. The variance in our pay gap, is purely demographic.

IN OUR OFFICES

Here we see a demographic imbalance with a higher male representation in senior roles.



However, we're proud that our UK Leadership team continues to have a very good gender balance, with 40% female representation.

TACKLING THE GAP - **NEXT STEPS**

We're pleased that we have a smaller gap than the UK national average but are keen to improve on this result until gender pay gap is closed.

We have commitments to:

▶ **Review and reward components and bonus structures at different levels within our organisation.**

▶ **Improve female representation at club management level to a 50/50 gender split by 2020 in our General Manager roles.**

▶ **Ensure our employer brand and recruitment campaigns are designed to attract a diverse pool of candidates**

▶ **Put processes in place for internal development and promotion that encourages all our employees to grow in their roles and careers**