

Virgin Active UK Gender Pay Gap Report 2022

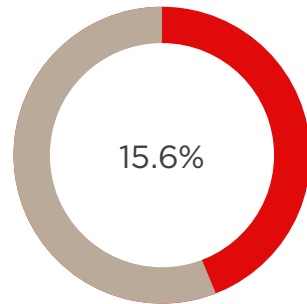
The following report highlights
our Gender Pay results from 2022.

June 2023

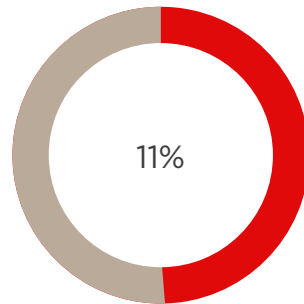


mean & median gender pay gap

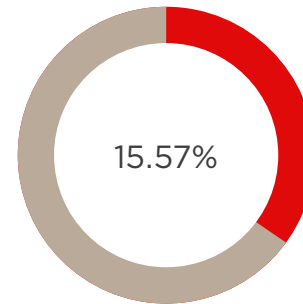
mean gender pay gap



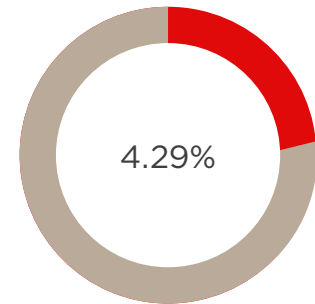
median gender pay gap



mean gender bonus gap

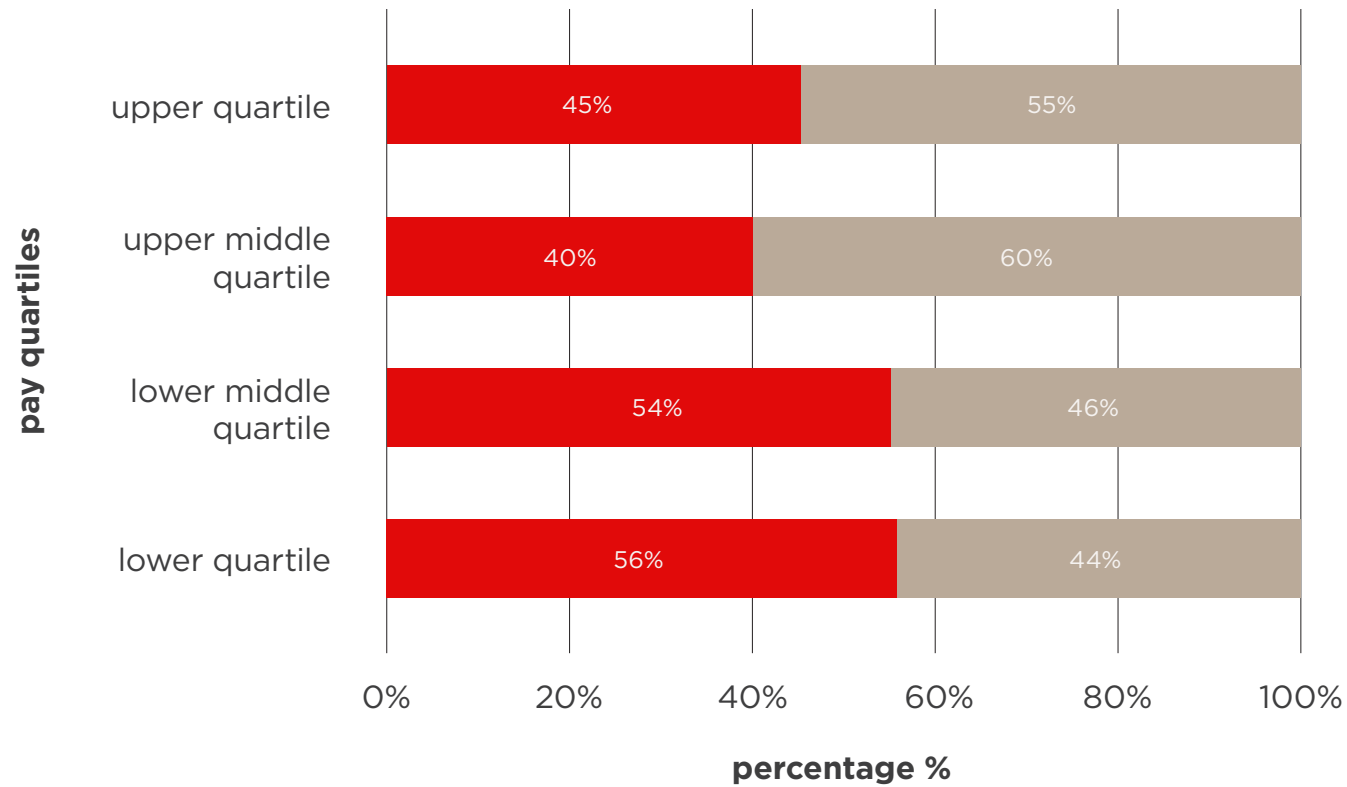


median gender bonus gap



● Female ● Male

quartile percentages



● Female ● Male

our business

Our team member demographic is split between our Clubs and our Support Office.

In Club we have a detailed pay structure which allows us to pay equally for our roles, regardless of the gender of the person performing in those duties. In the Support Office we also follow a grade structure.

future action

Our Commitment to Closing the Gap

Virgin Active continues to be committed to closing the gap on our gender pay.

We have a robust Diversity & Inclusion Strategy, where our aim is to empower our people to truly be themselves at work and strive to ensure that everyone at Virgin Active UK feels a sense of belonging. As part of this strategy, we will continue to work with our Support Office and Clubs to challenge any gender bias.