



# Virgin Active UK Gender Pay Gap Report 2023

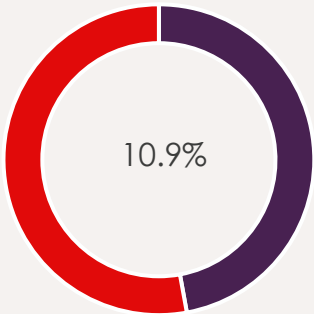
The following report highlights our Gender Pay results from 2023.

March 2024

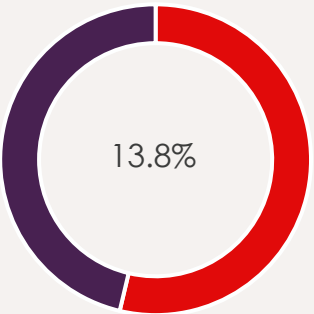
# mean & median gender pay gap



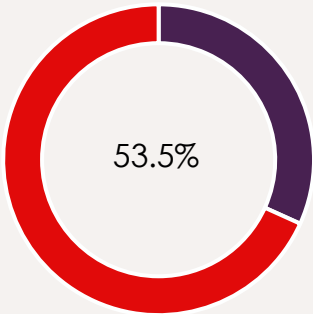
mean gender pay gap



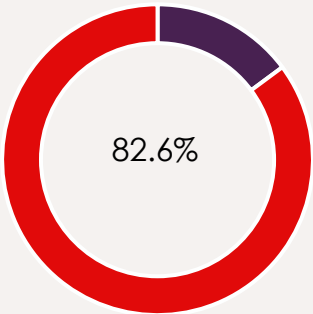
median gender pay gap



mean gender bonus gap

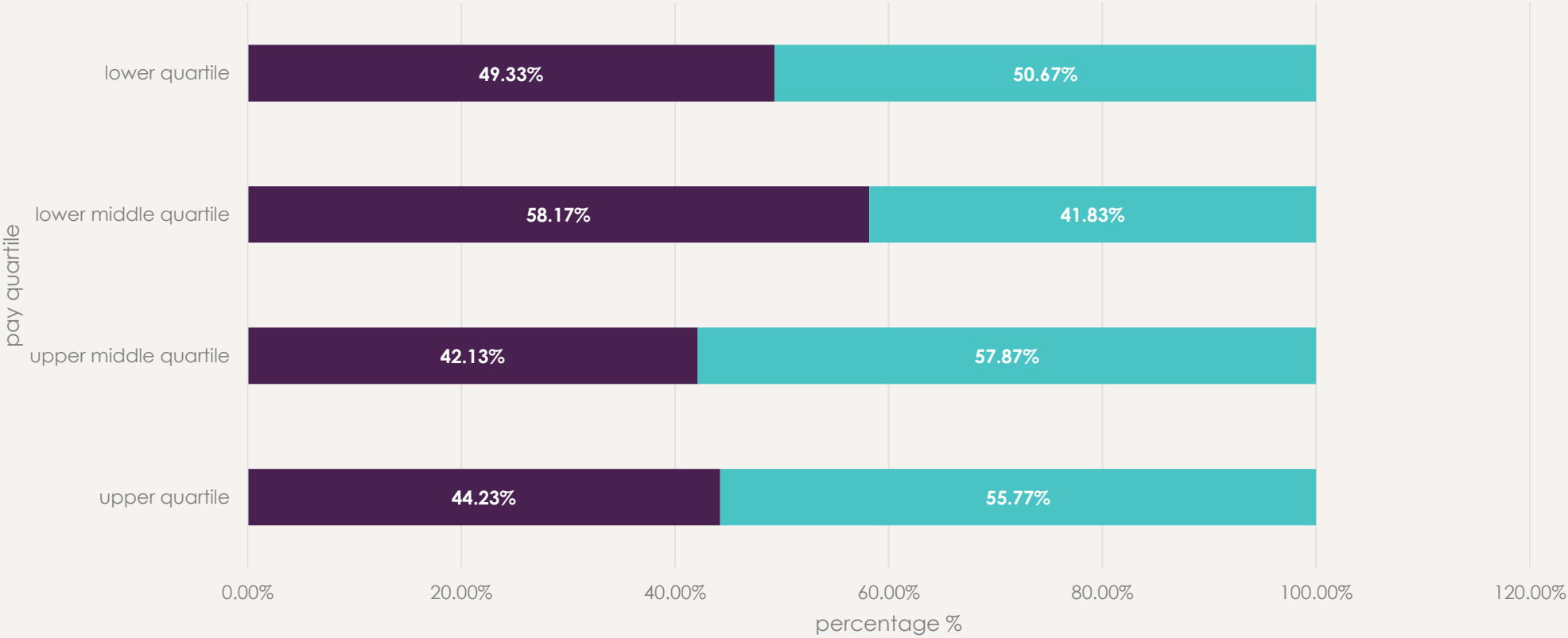


median gender bonus gap



● female ● male

# quartile percentage



● female    ● male

## **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 gender of the person performing in those duties.  
In the Support Office we also follow a grade structure

## Our Commitment to Closing the Gap

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

We have a robust People 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.