

Virgin Active UK Gender Pay Gap Report 2024

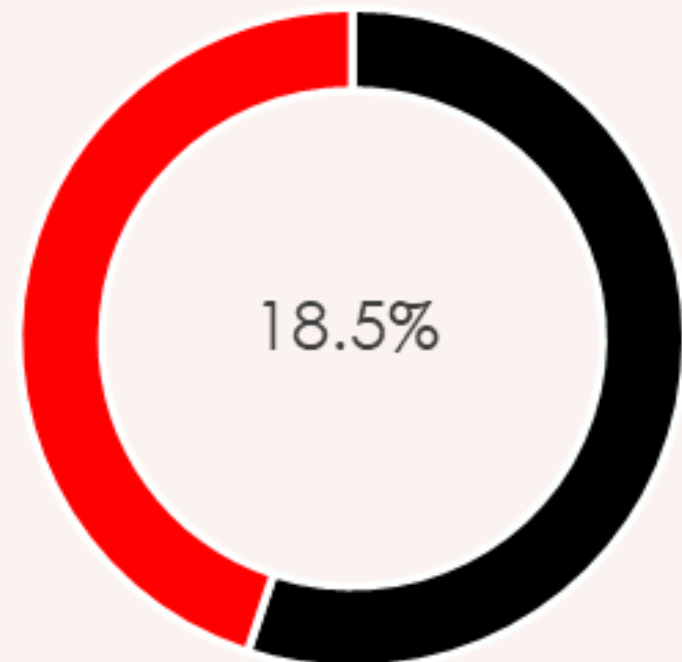
The following report highlights our Gender Pay results from 2024.

April 2025

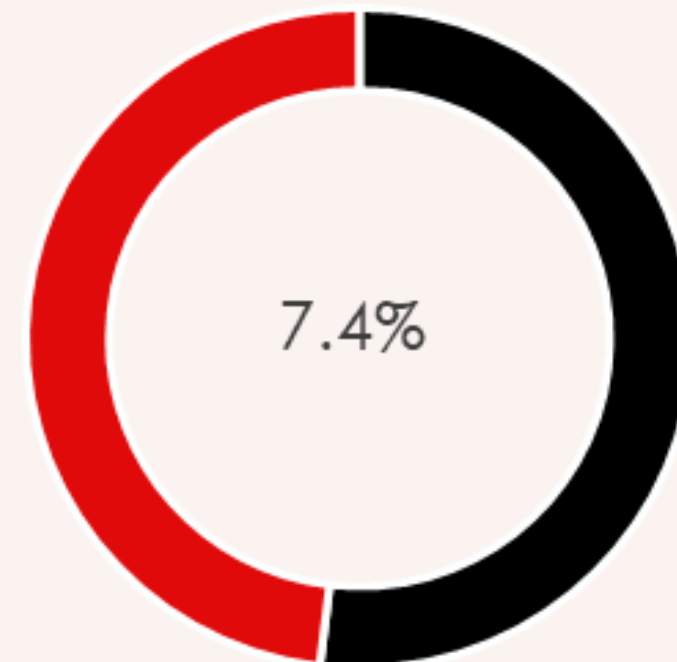


Mean & median gender pay gap

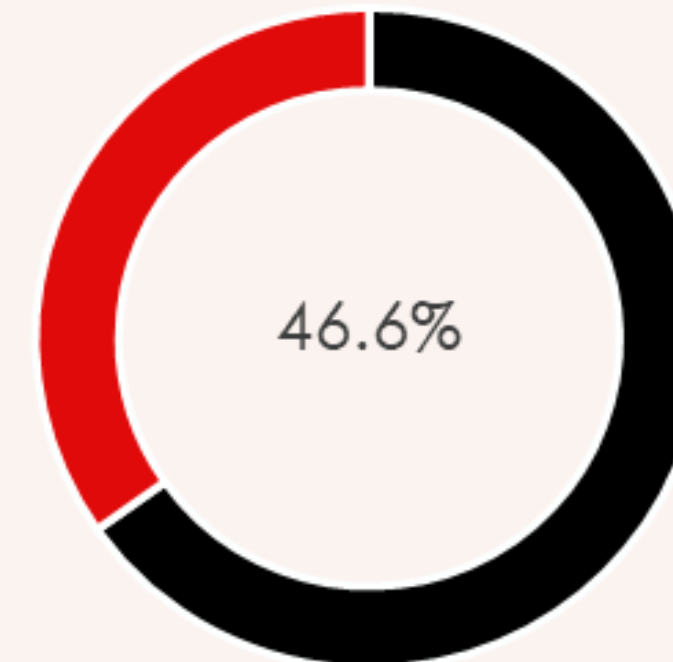
Mean gender pay gap



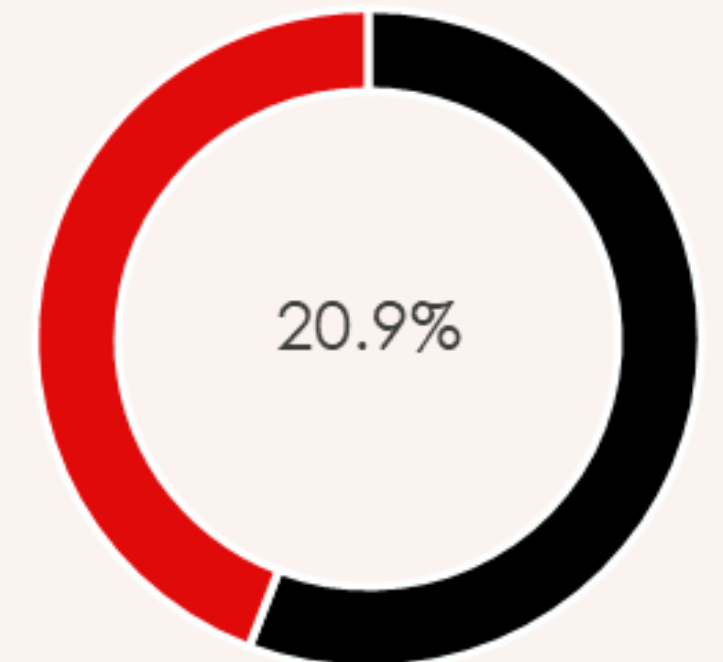
Median gender pay gap



Mean gender bonus gap

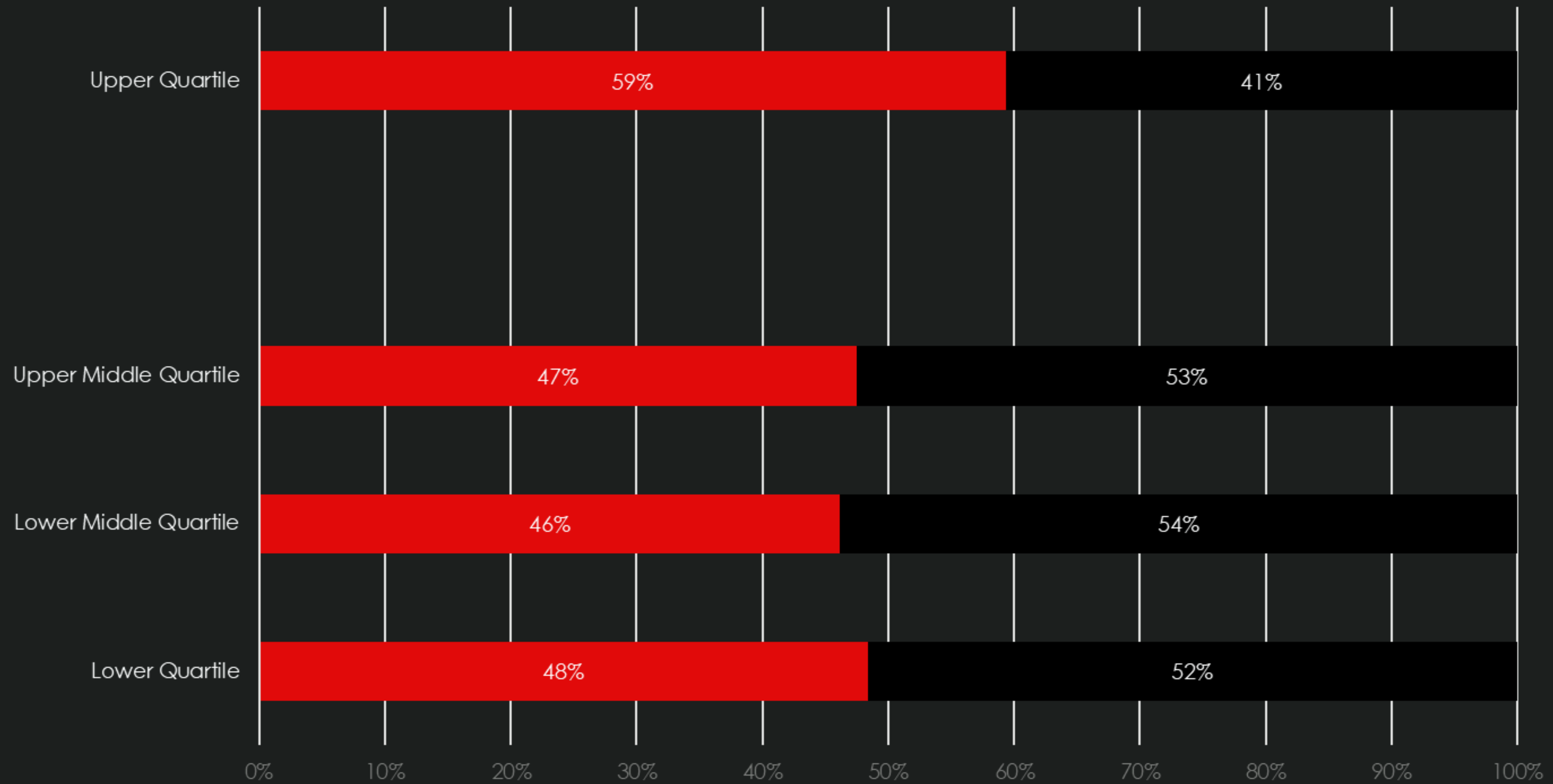


Median gender bonus gap



● female ● male

Quartile percentage



Our business

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.

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 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.