

Founded in 2007, The Gym Group is the original provider of high-quality, low-cost gym facilities in the UK. We offer 24/7, no contract gym memberships delivering great value-for money for all our members.

The Gym Group takes a proactive, strategic approach to environmental management and strives to be at the forefront of best practice within the health and fitness industry.

We recognise our business activities have substantial impacts on the natural and built environment and are therefore committed to:

- Reducing our use of natural resources, such as fossil fuels and water, using renewable sources for constituent materials where practicable
- Working with our supply chain to ensure that we purchase materials that do not have an adverse effect upon human health or the environment, and are from sustainable businesses and sources, including the removal of single use plastic
- Publishing our greenhouse gas emissions annually and implementing measures to reduce our carbon emissions in line with our targets
- Continually reducing the environmental impacts associated with the transport of materials, goods and people
- Reducing the amount of waste sent to landfill by increasing the recycling that takes place in our operation and through our waste management providers
- Improving the environmental awareness of our colleagues, contractors and suppliers
- Recognising the impact we have on local communities and minimising any activities that may negatively affect them and consult with them where appropriate
- Complying with all applicable legislation and any identified good practice
- Consulting with our stakeholders to determine material environmental issues and align these with the business impact
- Continue to monitor and regularly disclose our environmental performance

All colleagues, suppliers and contractors have a part to play if The Gym Group is to meet its environmental objectives. Likewise, The Gym Group recognises its influence on the environmental performance of its supply chain.

The Environmental Policy forms part of our overall Sustainability Policy and Strategy. Responsibility for overall governance and implementation of this policy lies with The Gym Group plc Board of Directors, the Sustainability Committee and the Executive Committee, all who are fully committed to this policy and will continue to ensure its implementation.

We will ensure this policy is kept up to date, particularly as the business changes in nature and size and as required by changes in environmental legislation and best practice.

This policy is reviewed annually to ensure its effectiveness.

A handwritten signature in black ink, appearing to read 'Richard Darwin', enclosed in a thin black rectangular border.

Richard Darwin
Chief Executive Officer
The Gym Group plc

Date: September 2022