

GRI content index 2023

The Gym Group (TGG) presents its Global Reporting Initiative (GRI) content index. This provides a structure to our sustainability reporting and provides information and data for topics that are material to our operations and sites. This GRI content index supports our Annual Report and Accounts 2023.

Statement of use: The Gym Group has reported the information cited in this GRI content index for the period 01 January 2023 – 31 December 2023 with reference to the GRI Standards.

GRI 1 used: GRI 1: Foundation 2021.

GRI Standard	Disclosure	Location
	2-1 Organizational details	The Gym Group plc (UK) Headquarters: 5 th Floor, OneCroydon, 12-16 Addiscombe Road, Croydon, CR0 0XT Country of operation: UK
	2-2 Entities included in the organisation's sustainability reporting	The Gym Group plc Annual Report and Accounts 2023, p. 157
	2-3 Reporting period, frequency and contact point	Reporting period: 1 January 2023 - 31 December 2023. Publication date: 15 March 2024 Sustainability Report published annually Contact point for questions regarding the report: Cornelia Woschek Sustainability and Business Development Director cornelia.woschek@thegymgroup.com
	2-4 Restatements of information	There are no restatements of information to include for 2023.
	2-5 External assurance	The Annual Report was externally audited by financial auditors Ernst & Young LLP. The information in the report relating to sustainability was not part of the scope of the external assurance, but the information has been internally verified.
	2-6 Activities, value chain and other business relationships	The Gym Group plc Annual Report and Accounts 2023, p. 65 The Gym Group plc Strategic Report includes: <ul style="list-style-type: none"> The Business Model on page 2, which describes the sector, activities, products and services The Market Review on pages 6-7, which describes the market; Principal Risks and Uncertainties on pages 55-59, which includes Relationships with Key Suppliers as a principal risk linked to business strategy; The s172 report on pages 65-69, which describes relationships with suppliers as a stakeholder. We do not describe the entities downstream from the organisation and their activities.

GRI Standard	Disclosure	Location				
		Female	Male	Other	Not disclosed	Total
	2-7 Employees	Number of employees (headcount / FTE):				
		567	1,239	N/A	0	1806
		Number of permanent employees (headcount / FTE)				
		555	1226	N/A	0	1781
		Number of temporary employees (headcount / FTE)				
		12	13	0	0	25
		Number of non-guaranteed hours employees (headcount / FTE)				
		0	0	0	0	0
		Number of full-time employees (headcount / FTE)				
		178	401	N/A	0	579
		Number of part-time employees (headcount / FTE)				
		389	838	N/A	0	1227
<ul style="list-style-type: none"> Gender as specified by the employees themselves. 						
	2-8 Workers who are not employees	<p>We have had no one working in the business with 'worker status'.</p> <p>However, within the reporting period, we had 316 self-employed personal trainers operating in our gyms and 7 self-employed within our gym support function.</p>				
	2-9 Governance structure and composition	The Gym Group plc Annual Report and Accounts 2023, pp. 72-79				
	2-10 Nomination and selection of the highest governance body	The Gym Group plc Annual Report and Accounts 2023, pp. 80-83				
	2-11 Chair of the highest governance body	The Gym Group plc Annual Report and Accounts 2023, pp.70-72				
	2-12 Role of the highest governance body in overseeing the management of impacts	The Gym Group plc Annual Report and Accounts 2023, pp. 70-72, 75				
	2-13 Delegation of responsibility for managing impacts	The Gym Group plc Annual Report and Accounts 2023, pp. 75, 90-93				
	2-14 Role of the highest governance body in sustainability reporting	<p>The highest governance body (the Board of The Gym Group plc) is responsible for reviewing and approving the information reported in the Annual Report and Accounts 2023, including the organisation's material topics.</p> <p>The process for reviewing and approving the information involves review by the Sustainability Committee and escalation to the Board of Directors for approval before publication of reported information.</p>				

GRI Standard	Disclosure	Location
	2-15 Conflicts of interest	The Gym Group plc Annual Report and Accounts 2023, pp. 71, 79
	2-16 Communication of critical concerns	<p>Critical concerns are communicated to the highest governance body by escalation through the relevant grievance mechanism, such as the Whistleblowing Policy.</p> <p>People and Operations is a standing agenda item for the Board. The Group encourages staff to report any concerns they believe must be brought to management's attention concerning any financial or other impropriety. All employees receive a copy of the employee handbook, which includes whistleblowing arrangements and sets out the procedures to follow should a staff member wish to raise concerns in confidence regarding suspicions of wrongdoing or unethical conduct, anonymously if preferred.</p> <p>No critical concerns were communicated to the highest governance body during the reporting period.</p>
	2-17 Collective knowledge of the highest governance body	<p>In 2023, the following measures were taken to advance the collective knowledge, skills, and experience of the highest governance body on sustainable development:</p> <p>The Sustainability Committee receives reports from the ESG, Health & Safety and EDI Workstreams at least 3 times per year.</p> <p>Board members not on the Sustainability Committee have access to the materials presented to the meetings and are invited to attend by the Chair of the Sustainability Committee.</p> <p>The Sustainability Committee escalates relevant items for the Board's attention as required.</p>
	2-18 Evaluation of the performance of the highest governance body	The Gym Group plc Annual Report and Accounts 2023, pp. 80-83
	2-19 Remuneration policies	The Gym Group plc Annual Report and Accounts 2023, pp. 92-95
	2-20 Process to determine remuneration	The Gym Group plc Annual Report and Accounts 2023, pp. 92-95
	2-21 Annual total compensation ratio	<p>The Gym Group plc Annual Report and Accounts 2023, p. 105</p> <p>The ratio of the annual total compensation for the organisation's highest-paid individual to the median annual total compensation for all employees (excluding the highest-paid individual) is: 33:1</p>
	2-22 Statement on sustainable development strategy	https://www.tggplc.com/sustainability/strategy
	2-23 Policy commitments	<p>The Gym Group policy commitments can be found here:</p> <p>https://www.tggplc.com/sustainability/policy-statements</p>
	2-24 Embedding policy commitments	<p>The Gym Group embeds its policy commitments through:</p> <ul style="list-style-type: none"> Publishing policies internally on the Company intranet and externally on the Company's website https://www.tggplc.com/sustainability/policy-statements;

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		<ul style="list-style-type: none"> Ensuring that an appropriate governance body or individual approves policies and updates to policies; Providing training on the policy to relevant staff (and, where appropriate, all staff).
	2-25 Processes to remediate negative impacts	<p>The Gym Group has several processes for remediating its negative impacts.</p> <ul style="list-style-type: none"> As mentioned above, The Gym Group operates a whistleblowing Policy where individuals can raise concerns anonymously. All submissions via this channel are reviewed by the Company Secretary and escalated if and as appropriate (none in 2023); Anti-Bribery and Corruption Policy and training continued in 2023; Matters raised under these policies are to be reported to the Audit & Risk Committee, and updates and reports are given to the Committee regularly. <p>https://www.tggplc.com/sustainability/policy-statements</p>
	2-26 Mechanisms for seeking advice and raising concerns	<p>Individuals can seek advice on implementing TGG's policies and practices for responsible business conduct by referring to the company intranet or the Company's website, where these policies are available.</p> <p>Individuals can raise concerns about TGG's business conduct by following the Whistleblowing Policy, available on the Company's website and intranet.</p> <p>https://www.tggplc.com/sustainability/policy-statements</p>
	2-27 Compliance with laws and regulations	<p>There were no significant instances of non-compliance with laws and regulations during the reporting period.</p>
	2-28 Membership associations	<p>The Gym Group has been a member of:</p> <ul style="list-style-type: none"> ukactive since 2009. John Treharne (Chair of the Board) is on the Board of ukactive as Elected Director – Commercial Fitness Sector. EuropeActive since 2013. John Treharne is a member of the Board. EuropeActive President's Council since 2022
	2-29 Approach to stakeholder engagement	<p>The Gym Group plc Annual Report and Accounts 2023, pp. 66-69</p>
	2-30 Collective bargaining agreements	<p>None of our employees are covered by a collective bargaining agreement.</p>
	3-1 Process to determine material topics	<p>https://www.tggplc.com/sustainability/overview</p>
	3-2 List of material topics	<p>The Gym Groups material topics include:</p> <ol style="list-style-type: none"> Safeguarding customer data and privacy <ul style="list-style-type: none"> GRI 418: Customer Privacy 2016 Providing good jobs and career opportunities <ul style="list-style-type: none"> GRI 401: Employment 2016 GRI 404: Training and Education 2016

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		<ul style="list-style-type: none"> • GRI 201: Economic Performance 2016 3. Breaking down barriers to fitness for all <ul style="list-style-type: none"> • GRI 413: Local Communities 2016 4. Protecting our employees' and members' health, safety and wellbeing <ul style="list-style-type: none"> • GRI 416: Customer Health and Safety 2016 • GRI 403: Occupational Health and Safety 2018 5. Building a diverse, equal and inclusive workplace <ul style="list-style-type: none"> • GRI 405: Diversity and Equal Opportunity 2016 6. Generating social value <ul style="list-style-type: none"> • GRI 413: Local Communities 2016 7. Reducing our carbon emissions <ul style="list-style-type: none"> • GRI 302: Energy 2016 • GRI 305: Emissions 2016 <p>The list of material topics is the same as those identified in our 2022 reporting period.</p>																																									
	3-3 Management of material topics: Economic performance	The Gym Group plc Annual Report and Accounts 2023, pp. 2-3, 16-21, 32-37																																									
	201-1 Direct economic value generated and distributed	<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th></th> <th></th> <th style="text-align: center;">2023 (£m)</th> <th style="text-align: center;">2022 (£m)</th> <th style="text-align: center;">2021 (£m)</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">Economic value generated</td> <td style="text-align: center;">Revenue</td> <td style="text-align: center;">204.0</td> <td style="text-align: center;">172.9</td> <td style="text-align: center;">106.0</td> </tr> <tr> <td rowspan="6" style="text-align: center;">Economic value distributed</td> <td style="text-align: center;">Operating costs</td> <td style="text-align: center;">122.4</td> <td style="text-align: center;">100.6</td> <td style="text-align: center;">78.9</td> </tr> <tr> <td style="text-align: center;">Employee wages and benefits</td> <td style="text-align: center;">47.3</td> <td style="text-align: center;">40.9</td> <td style="text-align: center;">33.9</td> </tr> <tr> <td style="text-align: center;">Payments to providers of capital</td> <td style="text-align: center;">6.5</td> <td style="text-align: center;">3.5</td> <td style="text-align: center;">2.2</td> </tr> <tr> <td style="text-align: center;">Payments to the government by country</td> <td style="text-align: center;">0</td> <td style="text-align: center;">(0.8)</td> <td style="text-align: center;">0.1</td> </tr> <tr> <td style="text-align: center;">Community investments</td> <td style="text-align: center;">N/A</td> <td style="text-align: center;">N/A</td> <td style="text-align: center;">N/A</td> </tr> <tr> <td style="text-align: center;">Total</td> <td></td> <td style="text-align: center;">176.2</td> <td style="text-align: center;">144.2</td> <td style="text-align: center;">115.1</td> </tr> <tr> <td style="text-align: center;">Economic value retained</td> <td style="text-align: center;">Direct economic value generated – economic value distributed</td> <td style="text-align: center;">27.8</td> <td style="text-align: center;">28.7</td> <td style="text-align: center;">(9.1)</td> </tr> </tbody> </table>			2023 (£m)	2022 (£m)	2021 (£m)	Economic value generated	Revenue	204.0	172.9	106.0	Economic value distributed	Operating costs	122.4	100.6	78.9	Employee wages and benefits	47.3	40.9	33.9	Payments to providers of capital	6.5	3.5	2.2	Payments to the government by country	0	(0.8)	0.1	Community investments	N/A	N/A	N/A	Total		176.2	144.2	115.1	Economic value retained	Direct economic value generated – economic value distributed	27.8	28.7	(9.1)
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	201-2 Financial implications and other risks and opportunities due to climate change	The Gym Group plc Annual Report and Accounts 2023, TCFD, pp. 50-53
	201-3 Defined benefit plan obligations and other retirement plans	3-3 The Gym Group plc Annual Report and Accounts 2023 a. N/A b. N/A c. N/A d. We provide two separate pension schemes. Under the Group's salary sacrifice pension scheme, employees contribute 5% of their salary, whilst The Gym Group contributes 4%. Under the auto-enrolment scheme, eligible employees contribute a minimum of 4%, and The Gym Group contributes 3%, in line with the UK auto-enrolment regulations. e. Membership in the salary sacrifice pension scheme is voluntary; 6% of our employees are in this scheme. Over 89% of employees who earn over the auto-enrolment threshold are members of the auto-enrolment scheme.
	201-4 Financial assistance received from the government	The Gym Group plc Annual Report and Accounts 2023, p. 138
	3-3 Management of material topics: Energy	The Gym Group plc Annual Report and Accounts 2023, pp. 46-48; https://www.tggplc.com/sustainability/strategy
	302-1 Energy consumption within the organisation	The Gym Group plc Annual Report and Accounts 2023, pp 48-49
	302-2 Energy consumption outside of the organisation	Not applicable: TGG does not export energy or lease sites to external businesses.
	302-3 Energy intensity	The Gym Group's energy intensity for 2023 was 223,451 kWh/gym. The Gym Group plc Annual Report and Accounts 2023, pp 46-49
	302-4 Reduction of energy consumption	The Gym Group plc Annual Report and Accounts 2023, pp 48-49
	302-5 Reductions in energy requirements of products and services	Not applicable: The Gym Group is not subject to requirements in the reduction of energy for its services. In addition, TGG does not sell products directly to its customers, so this disclosure does not apply to the organisation.
	3-3 Management of material topics: Emissions	The Gym Group plc Annual Report and Accounts 2023, pp. 46-49; https://www.tggplc.com/sustainability/strategy
	305-1 Direct (Scope 1) GHG emissions	The Gym Group plc Annual Report and Accounts 2023, pp. 46-49
	305-2 Energy indirect (Scope 2) GHG emissions	The Gym Group plc Annual Report and Accounts 2023, pp. 46-49
	305-3 Other indirect (Scope 3) GHG emissions	The Gym Group plc Annual Report and Accounts 2023, pp. 46-49
	305-4 GHG emissions intensity	The Gym Group plc Annual Report and Accounts 2023, pp. 46-49

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	305-5 Reduction of GHG emissions	The Gym Group plc Annual Report and Accounts 2023, pp. 46-49																					
	305-6 Emissions of ozone-depleting substances (ODS)	Not applicable: TGG does not procure or purchase products or services with ozone-depleting substances. This has been assessed in line with the EPA guidance.																					
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	Not applicable: Significant air emissions are not materially significant to TGG. Based on the refrigerant emissions and other key activity sources, nitrogen dioxide, sulphur dioxide, and other pollutants do not meet the significance threshold for harm.																					
	3-3 Management of material topics: Employment	The Gym Group plc Annual Report and Accounts 2023, pp. 21, 42-45, 57, 67, ; https://www.tggplc.com/sustainability/strategy																					
	401-1 New employee hires and employee turnover	<p>Total number and rate of new employee hires during 2023 by age group:</p> <table border="1"> <thead> <tr> <th>Total employees as of 31/12/23</th> <th>Total new hires</th> <th>Rate of new hires (%)</th> </tr> </thead> <tbody> <tr> <td>30 years and under</td> <td>463</td> <td>50.8%</td> </tr> <tr> <td>31-50 years old</td> <td>408</td> <td>44.8%</td> </tr> <tr> <td>Over 50 years old</td> <td>40</td> <td>4.4%</td> </tr> </tbody> </table> <p>Total number and rate of new employee hires during 2023 by gender:</p> <table border="1"> <thead> <tr> <th>Total employees as of 31/12/23</th> <th>Total new hires</th> <th>Rate of new hires (%)</th> </tr> </thead> <tbody> <tr> <td>Male</td> <td>579</td> <td>63.6%</td> </tr> <tr> <td>Female</td> <td>331</td> <td>36.3%</td> </tr> </tbody> </table> <p>Total number and rate of new employee hires during 2023 by region:</p> <p>911 new hires were recruited to work in the UK.</p>	Total employees as of 31/12/23	Total new hires	Rate of new hires (%)	30 years and under	463	50.8%	31-50 years old	408	44.8%	Over 50 years old	40	4.4%	Total employees as of 31/12/23	Total new hires	Rate of new hires (%)	Male	579	63.6%	Female	331	36.3%
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	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	<p>No benefits are determined by whether an employee is part-time or full-time. Benefit eligibility is determined by role/management level within the business, length of service (determined by probation period) or eligibility for salary sacrifice based on National Minimum Wage requirements.</p> <p>Temporary employees are usually not entitled to:</p> <ul style="list-style-type: none"> • Private Medical Insurance • Life Assurance • Electric Car Scheme <p>Whilst our Fitness Trainers are part-time workers, their entitlement to certain benefits is determined by their role or eligibility for salary sacrifice based on National Minimum Wage requirements and not the fact that they are part-time. Certain benefits will be tailored specifically to them, for example, discounts on CPD learning specific to their professional qualification.</p>																					

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	401-3 Parental leave	<p>Total number of employees that were entitled to parental leave by gender:</p> <p>Entitled to parental leave as of 31st December 2023</p> <table border="1"> <thead> <tr> <th>Male</th> <th>Female</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>1023</td> <td>574</td> <td>1597</td> </tr> </tbody> </table> <p>Total number of employees that took parental leave, by gender</p> <table border="1"> <thead> <tr> <th>Male</th> <th>Female</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>31</td> <td>10</td> <td>41</td> </tr> </tbody> </table> <p>Total number of employees that returned to work in the reporting period after parental leave ended, by gender</p> <table border="1"> <thead> <tr> <th>Male</th> <th>Female</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>31</td> <td>6</td> <td>37</td> </tr> </tbody> </table> <p>Total number of employees that returned to work after parental leave ended that were still employed 12 months after their return, by gender.</p> <table border="1"> <thead> <tr> <th>Male</th> <th>Female</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>22</td> <td>2</td> <td>24</td> </tr> </tbody> </table> <p>Return to work and retention rates of employees that took parental leave, by gender.</p> <table border="1"> <thead> <tr> <th></th> <th>Male</th> <th>Female</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>Return to work rate</td> <td>100%</td> <td>60%</td> <td>90%</td> </tr> <tr> <td>Retention Rate</td> <td>71%</td> <td>20%</td> <td>59%</td> </tr> </tbody> </table>	Male	Female	Total	1023	574	1597	Male	Female	Total	31	10	41	Male	Female	Total	31	6	37	Male	Female	Total	22	2	24		Male	Female	Total	Return to work rate	100%	60%	90%	Retention Rate	71%	20%	59%
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	3-3 Management of material topics: Occupational health and safety	The Gym Group plc Annual Report and Accounts 2023, pp. 39, 41; https://www.tggplc.com/sustainability/strategy																																				
	403-1 Occupational health and safety management system	<p>a) The Gym Group's health and safety management system conforms to ISO 45001:2018, the international standard for Occupational Health and Safety Management Systems, which was certified by a UKAS-accredited body in 2023.</p> <p>i. Legal requirement to put in place suitable arrangements to manage health and safety. [Management of Health and Safety Regulations 1999 S.5(1)]. Plus, a more general duty to ensure the health, safety, and wellbeing of all affected by our undertaking [Health and Safety at Work Act 1974].</p> <p>ii. The Gym Group's management system conforms to ISO 45001:2018.</p>																																				

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		<p>b) The health and safety management system covers all employees and contractors: based in operational gyms [employees, self-employed trainers, contract cleaners, concessionaires, contractors, consultants]; central support employees [employees, office workers, field / remote workers]; sites managed under Construction Design Managers [Principal Contractor, Principal Designer, contractors, consultants].</p>
	<p>403-2 Hazard identification, risk assessment, and incident investigation</p>	<p>a) Local checklists and inspections, audits [3rd party], risk assessments [3rd party]</p> <ul style="list-style-type: none"> i. Digital training program for new employees / ongoing review ii. Health, Safety and Wellbeing Working Group and Sustainability Board Committee. Rolling annual development plan <p>b) Processes for workers to report work-related hazards and hazardous situations:</p> <p>Hazard [including incidents and near misses] reporting is completed digitally using our health and safety compliance portal. Reports are not anonymous; senior management has central visibility of completed incident reports. The company also has a Whistleblowing Policy, which enables employees to confidentially report qualifying disclosures to executive employees in line with The Employment Rights Act 1996.</p> <p>c) Our Whistleblowing Policy includes a specific reference that allows our staff to remove themselves from work situations that they believe could cause injury or ill health and how, in such a situation, they would be protected from reprisals.</p> <p>d) Processes to investigate work-related incidents:</p> <ul style="list-style-type: none"> i. Accident/incident reporting tools via digital platform. ii. External health and safety consultancy to support investigations plus a 24/7 advice line available to all managers. iii. The Internal Health and Safety team lead all high-profile investigations.
	<p>403-3 Occupational health services</p>	<p>a) Occupational health services to identify and eliminate hazards and minimise risks, how quality of service is ensured, and how workers access the service:</p> <p>Employee assistance program (EAP) is available to all employees, as well as eye test vouchers for employees who use Display Screen Equipment (DSE) habitually as part of their standard workday. The EAP service is a confidential, nationwide, 24/7, 365 days-a-year service.</p> <p>Accredited counsellors and information specialists offer support and advice on health and wellbeing issues, as well as counselling services and information on personal, legal, and financial matters. The service is provided externally by Health Assured. We receive quarterly management information reports from Health Assured to monitor usage and employee wellbeing indicators. Our dedicated account manager supports us in promoting the service.</p>

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		<p>We also partner with an Occupational Health partner, Pegasus, to whom we can refer employees as required following consultation with the employee.</p>
	<p>403-4 Worker participation, consultation, and communication on occupational health and safety</p>	<p>a) Processes for work participation and consultation in health and safety management system:</p> <p>Health and Safety Governance: Health and Safety Heroes working group, Health, Safety and Wellbeing Working Group, Sustainability Board Committee.</p> <p>Health and Safety Heroes consult with their regions on health and safety matters and share with the working group. Any key issues are escalated to the Health, Safety and Wellbeing Working Group for further discussion and action.</p> <p>b) Description of formal joint management-worker health and safety committees:</p> <p>Health and Safety Hero responsibilities: Discuss Health and Safety matters with colleagues within their region and escalate back to the working group, support initiatives and projects and improve health and safety performance within their regions.</p> <p>These meetings are scheduled quarterly in line with the Health, Safety and Wellbeing Working Group. In 2023, we met four times. Health and Safety Heroes are IOSH Managing Safely qualified; some hold NEBOSH General Certificates. They are also trained in Advanced Cardiac Awareness Training. Additional development plans include fire evacuation 'Train the Trainer' and NEBOSH General Certificates for those who do not already have them.</p>
	<p>403-5 Worker training on occupational health and safety</p>	<p>a) Occupational health and safety training:</p> <p>We have a bespoke suite of health and safety training modules called Gym Safe. Every employee is required to undertake this training upon joining The Gym Group and review each unit annually.</p> <p>A suite of health and safety toolkits is also available to employees and shared via our company intranet and other Policies. These are reviewed annually, along with our standard Health and Safety Policy.</p>
	<p>403-6 Promotion of worker health</p>	<p>a) We provide healthcare insurance as an employment benefit for senior managers.</p> <p>b) Employees also have access to a team of Mental Health Ambassadors (MHA) trained in Mental Health First Aid. Throughout 2023, our MHA underwent refresher training provided by our wellbeing and leadership training provider, Outliers.</p> <p>In addition, we provided our Cluster General Managers with Mental Health for Managers training to strengthen the skills and support across the team. We have supportive resources and signposting available to all employees via our Wellbeing Hub on Core, the company's communication platform.</p> <p>Our wellbeing strategy, Wellbeing at The Gym Group, was relaunched in 2022 and set out our commitment to employee wellbeing. We continue to deliver against our wellbeing strategy and regularly provide new and improved resources to support employee wellbeing proactively. We</p>

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		<p>also offer clear signposting for crisis support for Managers. Every employee (and workers who are not employees) has free, unlimited access to and use of the gym facilities for themselves and a friend or family member.</p>																		
	<p>403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships</p>	<p>a) Occupational health and safety risks associated with business activities, operations and services are identified through a structured risk management program, which reviews strategic, tactical and operational risks.</p> <p>Several specialists are appointed to carry out risk assessments outside the competency of internal The Gym Group stakeholders, including fire, legionella and asbestos.</p> <p>Several personal risk assessments are carried out with employees who undertake certain activities which may affect their health and safety, including Display Screen Equipment (DSE), lone worker assessment, health assessments, manual handling and those of a vulnerable disposition (e.g. expectant mother, child / young worker).</p>																		
	<p>403-8 Workers covered by an occupational health and safety management system</p>	<p>a. If the organisation has implemented an occupational health and safety management system based on legal requirements and/or recognised standards/guidelines:</p> <ul style="list-style-type: none"> i. The number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organisation who are covered by such a system: 100% (1,806 employees and 316 self-employed and 7 support contractors) ii. The number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organisation, who are covered by such a system that has been internally audited; 100%; % (1,806 employees and 316 self-employed and 7 support contractors) <p>The number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organisation, who are covered by such a system that has been audited or certified by an external party: 100%; % (1,806 employees and 316 self-employed and 7 support contractors)</p> <p>b. Whether and, if so, why any workers have been excluded from this disclosure, including the types of workers excluded: N/A</p>																		
	<p>403-9 Work-related injuries</p>	<p>a) Employees</p> <table border="1" data-bbox="727 1671 1434 2092"> <thead> <tr> <th></th> <th>Number</th> <th>Rate</th> </tr> </thead> <tbody> <tr> <td>Fatalities as a result of work-related injury</td> <td>0</td> <td>0</td> </tr> <tr> <td>High-consequence work-related injuries (excluding fatalities)</td> <td>0</td> <td>0</td> </tr> <tr> <td>Recordable work-related injury</td> <td>0</td> <td>0</td> </tr> <tr> <td>Main types of work-related injury</td> <td colspan="2">N/A</td> </tr> <tr> <td>Number of hours worked</td> <td colspan="2">Not tracked</td> </tr> </tbody> </table>		Number	Rate	Fatalities as a result of work-related injury	0	0	High-consequence work-related injuries (excluding fatalities)	0	0	Recordable work-related injury	0	0	Main types of work-related injury	N/A		Number of hours worked	Not tracked	
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	403-10 Work-related ill health	<p>a) Employees</p> <table border="1" data-bbox="727 1267 1481 1644"> <thead> <tr> <th></th> <th>Number (2023)</th> <th>Number (2022)</th> <th>Number (2021)</th> </tr> </thead> <tbody> <tr> <td>Fatalities as a result of work-related ill health</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Recordable work-related ill health</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Main types of work-related ill health</td> <td>N/A</td> <td>N/A</td> <td>N/A</td> </tr> </tbody> </table> <p>b) Contractors</p> <table border="1" data-bbox="727 1706 1481 2078"> <thead> <tr> <th></th> <th>Number (2023)</th> <th>Number (2022)</th> <th>Number (2021)</th> </tr> </thead> <tbody> <tr> <td>Fatalities as a result of work-related ill health</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Recordable work-related ill health</td> <td>0</td> <td>1</td> <td>0</td> </tr> <tr> <td>Main types of work-related ill health</td> <td>N/A</td> <td>N/A</td> <td>N/A</td> </tr> </tbody> </table>		Number (2023)	Number (2022)	Number (2021)	Fatalities as a result of work-related ill health	0	0	0	Recordable work-related ill health	0	0	0	Main types of work-related ill health	N/A	N/A	N/A		Number (2023)	Number (2022)	Number (2021)	Fatalities as a result of work-related ill health	0	0	0	Recordable work-related ill health	0	1	0	Main types of work-related ill health	N/A	N/A	N/A
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GRI Standard	Disclosure	Location																		
		<p>c) Cleaning chemicals, maintenance chemicals, asbestos, legionella bacteria, needlestick injuries and subsequent blood-borne viruses, mental health issues [stress, anxiety, depression], and COVID-19 have been identified as the key work-related hazards that pose a risk of ill health. These have been identified through a process of risk assessment.</p> <p>d) No workers have been excluded from this disclosure.</p> <p>No additional contextual information is considered necessary.</p>																		
	3-3 Management of material topics: Training and education	The Gym Group plc Annual Report and Accounts 2023, pp. 21, 41-45; https://www.tggplc.com/sustainability/strategy																		
	404-1 Average hours of training per year per employee	<p>This data includes average hours for all compliance training, induction and member service training modules. This is standard training applicable for both male and female employees.</p> <p>In addition, average hours include the following training delivered to Gym Management:</p> <ul style="list-style-type: none"> • Leadership and wellbeing sessions • Member service sessions. • Developing ER Capability across our leaders • Female Health First, female training programme • Internal management development programme • Mentoring, coaching and discovering insights <table border="1"> <tbody> <tr> <td>Executive Committee (Director)</td> <td>6h</td> </tr> <tr> <td>Director</td> <td>6h</td> </tr> <tr> <td>Head of level</td> <td>6h</td> </tr> <tr> <td>Senior Manager</td> <td>6h</td> </tr> <tr> <td>Manager</td> <td>6h</td> </tr> <tr> <td>Lead</td> <td>6h</td> </tr> <tr> <td>Associates</td> <td>6h</td> </tr> <tr> <td>Gym Management</td> <td>8h</td> </tr> <tr> <td>Gym Associates</td> <td>7h</td> </tr> </tbody> </table> <p>We cannot accurately report hours for our development programmes, apprenticeship, professional qualification learning or ad-hoc training as this is not currently recorded within our central people management system.</p>	Executive Committee (Director)	6h	Director	6h	Head of level	6h	Senior Manager	6h	Manager	6h	Lead	6h	Associates	6h	Gym Management	8h	Gym Associates	7h
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	404-2 Programs for upgrading employee skills and transition assistance programs	<p>The Gym Group plc Annual Report and Accounts 2023, pp. 41-45</p> <p>For employees at risk of redundancy, outplacement support is provided and is guided by our recruitment team. Examples of the support provided include support with CV writing, preparing for interviews and 1:1 support sessions.</p>																		
	404-3 Percentage of employees receiving regular performance and career development reviews	While we have a comprehensive and embedded performance and development review framework (Coaching for Performance), we do not currently have a centralised process for measuring and reporting the completion rate. These are completed at a local level and incorporated into employee quarterly reviews.																		

GRI Standard	Disclosure	Location																																																																																									
		In 2024, we will evolve our people management system to incorporate this process online to enable dashboards and reporting.																																																																																									
	3-3 Management of material topics: Diversity and equal opportunity	The Gym Group plc Annual Report and Accounts 2023, pp. 44-45; https://www.tggplc.com/sustainability/strategy																																																																																									
	405-1 Diversity of governance bodies and employees	<p>Board members (as of 31 December 2023)</p> <table border="1"> <thead> <tr> <th rowspan="2">Gender</th> <th>Male</th> <th>80%</th> </tr> <tr> <th>Female</th> <th>20%</th> </tr> </thead> <tbody> <tr> <th rowspan="3">Age group</th> <th>Under 30 years old</th> <th>0%</th> </tr> <tr> <th>30-50 years old</th> <th>40%</th> </tr> <tr> <th>Over 50 years old</th> <th>60%</th> </tr> </tbody> </table> <p>Employees by employee category (as of 31 December 2023)</p> <p>Gender</p> <table border="1"> <thead> <tr> <th></th> <th>Male</th> <th>Female</th> </tr> </thead> <tbody> <tr> <td>Board members</td> <td>80 %</td> <td>20%</td> </tr> <tr> <td>Executive Committee (Director)</td> <td>71.4%</td> <td>28.6%</td> </tr> <tr> <td>Director</td> <td>50%</td> <td>50%</td> </tr> <tr> <td>Head of level</td> <td>70%</td> <td>30%</td> </tr> <tr> <td>Senior Manager</td> <td>72.5%</td> <td>27.5%</td> </tr> <tr> <td>Manager</td> <td>63.8%</td> <td>36.2%</td> </tr> <tr> <td>Lead</td> <td>37.9%</td> <td>62.1%</td> </tr> <tr> <td>Associates</td> <td>36.1%</td> <td>63.9%</td> </tr> <tr> <td>Gym Management</td> <td>72.1%</td> <td>27.9%</td> </tr> <tr> <td>Gym Associates</td> <td>69.2%</td> <td>30.8%</td> </tr> </tbody> </table> <p>Age Group</p> <table border="1"> <thead> <tr> <th></th> <th>Under 30 years old</th> <th>30-50 years old</th> <th>Over 50 years old</th> </tr> </thead> <tbody> <tr> <td>Board members</td> <td>0%</td> <td>40%</td> <td>60%</td> </tr> <tr> <td>Executive Committee (Director)</td> <td>0%</td> <td>57.2%</td> <td>42.9%</td> </tr> <tr> <td>Director</td> <td>0%</td> <td>66.8%</td> <td>33.4%</td> </tr> <tr> <td>Head of level</td> <td>0%</td> <td>85%</td> <td>15%</td> </tr> <tr> <td>Senior Manager</td> <td>7.5%</td> <td>82.5%</td> <td>10%</td> </tr> <tr> <td>Manager</td> <td>15.5%</td> <td>72.4%</td> <td>12%</td> </tr> <tr> <td>Lead</td> <td>31%</td> <td>65.5%</td> <td>3.4%</td> </tr> <tr> <td>Associates</td> <td>61.2%</td> <td>33.3%</td> <td>5.6%</td> </tr> <tr> <td>Gym Management</td> <td>31.5%</td> <td>63.5%</td> <td>5%</td> </tr> <tr> <td>Gym Associates</td> <td>52.9%</td> <td>41.7%</td> <td>5.5%</td> </tr> </tbody> </table>	Gender	Male	80%	Female	20%	Age group	Under 30 years old	0%	30-50 years old	40%	Over 50 years old	60%		Male	Female	Board members	80 %	20%	Executive Committee (Director)	71.4%	28.6%	Director	50%	50%	Head of level	70%	30%	Senior Manager	72.5%	27.5%	Manager	63.8%	36.2%	Lead	37.9%	62.1%	Associates	36.1%	63.9%	Gym Management	72.1%	27.9%	Gym Associates	69.2%	30.8%		Under 30 years old	30-50 years old	Over 50 years old	Board members	0%	40%	60%	Executive Committee (Director)	0%	57.2%	42.9%	Director	0%	66.8%	33.4%	Head of level	0%	85%	15%	Senior Manager	7.5%	82.5%	10%	Manager	15.5%	72.4%	12%	Lead	31%	65.5%	3.4%	Associates	61.2%	33.3%	5.6%	Gym Management	31.5%	63.5%	5%	Gym Associates	52.9%	41.7%	5.5%
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GRI Standard	Disclosure	Location
	405-2 Ratio of basic salary and remuneration of women to men	The Gym Group plc Annual Report and Accounts 2023, p. 45
	3-3 Management of material topics: Local communities	The Gym Group plc Annual Report and Accounts 2023, pp 40-41, 68; https://www.tggplc.com/sustainability/strategy
	413-1 Operations with local community engagement, impact assessments, and development programs	<p>Community engagement takes place at a local gym level. Participation is driven by the individual gyms working with local community organisations, whether through corporate partnerships, supporting fitness and wellness awareness events with local organisations, or fundraising for local charities through in-gym fitness initiatives or charity collections. Currently, there is no central collation of data to report on the impact of these initiatives.</p> <p>At the end of 2023 we launched our new partnership with NHS Charities Together, which will support our future fundraising and support for our local communities. The partnership will also enable us to measure the contributions and impact of initiatives delivered through this.</p>
	413-2 Operations with significant actual and potential negative impacts on local communities	<p>Environmental / Amenity Matters:</p> <p>The 24-hour use of TGG operations has the potential to impact our local communities. TGG employs consultants to assess the existing environment and the proposed use. TGG and its consultants develop mitigation measures to ensure the proposals have no unacceptable impact and align with the required planning policies and British Standards. The planning application process provides for reviewing and confirming the proposals to ensure compliance. Where operational issues do arise, TGG and its consultant team work with the local Environmental Health Officer and/or local representatives as relevant to review and address any problems.</p> <p>Across our 233 open gyms, less than 3% have some acoustic concerns; we anticipate that most of these will be resolved throughout H1 2024.</p> <p>We have continued to work with our landlords, neighbours and local authorities to reduce the impact of our gyms on the local environment. In most cases, we have removed the problem by relocating equipment or installing simple acoustic attenuation devices. In 2023, we removed slam balls and battle ropes in our Horsham gym in response to acoustic issues.</p> <p>As part of our ongoing refit programme, we take the opportunity to review any acoustic issues when refitting the gym. In 2023, we installed improved acoustic measures in Hounslow as part of a refit.</p>
	3-3 Management of material topics: Customer health and safety	The Gym Group plc Annual Report and Accounts 2023, pp 41, 56, 67; https://www.tggplc.com/sustainability/strategy
	416-1 Assessment of the health and safety impacts of product and service categories	<p>Percentage of significant product and service categories for which health and safety impacts are assessed for improvement:</p> <p>Of our 18 high-level risk assessments, 2 (11%) are currently being evaluated for improvement opportunities; these relate to:</p> <ul style="list-style-type: none"> - Safeguarding - Lone Working

GRI Standard	Disclosure	Location						
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	<table border="1"> <tr> <td data-bbox="724 165 1313 253">Incidents of non-compliance with regulations resulting in a fine or penalty</td> <td data-bbox="1313 165 1437 253">0</td> </tr> <tr> <td data-bbox="724 253 1313 340">Incidents of non-compliance with regulations resulting in a warning</td> <td data-bbox="1313 253 1437 340">0</td> </tr> <tr> <td data-bbox="724 340 1313 427">Incidents of non-compliance with voluntary codes</td> <td data-bbox="1313 340 1437 427">0</td> </tr> </table> <p>Details of incident: N/A</p>	Incidents of non-compliance with regulations resulting in a fine or penalty	0	Incidents of non-compliance with regulations resulting in a warning	0	Incidents of non-compliance with voluntary codes	0
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Incidents of non-compliance with voluntary codes	0							
	3-3 Management of material topics: Customer privacy	<p>The Gym Group plc Annual Report and Accounts 2023, p. 58</p> <p>Our Data Protection Governance Model provides:</p> <ul style="list-style-type: none"> • A nationwide standard for data privacy • Data Protection Impact Assessment (DPIA) and risk management process in place for processes and system changes that affect personally identifiable information (PII) • Integration with Information Security core functions • Mandatory training and awareness for employees, including: <ul style="list-style-type: none"> • Cyber Security Awareness (all staff) • GDPR Training (all staff) • Advanced GDPR Training (key data users) • Third-party data processor reviews • Legal support and guidance for data protection issues • A calendar of data privacy and security actions, including the following assessments completed since Q4 2021: <ul style="list-style-type: none"> • Regular UK GDPR audit • Cyber incident response exercise • PCI level 2 gap analysis • Cyber3 Risk assessment • PCI application vulnerability scans • Office 365 security review • Website security testing • Regular policy reviews and audits • Data Protection Policies in place <ul style="list-style-type: none"> • For members https://www.thegymgroup.com/privacy-cookiepolicy/ • For staff (available on the internal network) • Mature Data Subject Access Request process in place for managing subject access requests from staff and members • Strengthening our Privacy Framework - use of a specialist software platform to: <ul style="list-style-type: none"> • Automate DPIA reviews • Maintain a 'Register of Processing Activities' • Improve data governance • Safeguarding Personal Data <ul style="list-style-type: none"> • TGG employs several security controls to protect systems and data 						

GRI Standard	Disclosure	Location
		<ul style="list-style-type: none"> Vendors and new third parties are evaluated against set security requirements during an onboarding phase The website undergoes regular vulnerability scans and assessments
	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	<p>(a) No complaints were received.</p> <p>(b) No identified leaks, thefts, or losses of customer data.</p>

Nonmaterial topics:

- GRI 202: Market Presence 2016
- GRI 203: Indirect Economic Impacts 2016
- GRI 204: Procurement Practices 2016
- GRI 205: Anti-corruption 2016
- GRI 206: Anti-competitive Behavior 2016
- GRI 207: Tax 2019
- GRI 301: Materials 2016
- GRI 303: Water and Effluents 2018
- GRI 304: Biodiversity 2016
- GRI 306: Effluents and Waste 2016
- GRI 306: Waste 2020
- GRI 308: Supplier Environmental Assessment
- GRI 402: Labor/Management Relations 2016
- GRI 406 Non-discrimination
- GRI 407 Freedom of Association and Collective Bargaining
- GRI 408 Child Labour
- GRI 409 Forced or Compulsory Labor
- GRI 410 Security Practices
- GRI 411 Rights of Indigenous Peoples
- GRI 412 Human Rights Assessment
- GRI 414 Supplier Social Assessment
- GRI 415: Public Policy 2016
- GRI 417 Marketing and Labelling