



Our
**DIVERSITY,
INCLUSION
AND EQUALITY**

Manifesto

the gym.



A place
TO BE YOU.



Our **CULTURE**
and **VALUES.**



Our **PROMISE**
to **YOU.**



A place
TO BE YOU.

1

A place
TO BE YOU.

A place for
EVERYONE.

We're all about
inclusion at
The Gym Group –
it's in our DNA.

First things first, being a diverse and inclusive business matters. It's not just because it's the right thing to do or even because it makes commercial sense. It means so much more than that. We believe diversity and inclusion need to be at the heart of everything we represent – our purpose, our culture, our values and our behaviours.

Breaking down
barriers to

**FITNESS
FOR ALL.**

1

It's all about **INCLUSION.**

We're committed to **breaking down barriers to fitness for all**. That's why we exist. It's our mission to ensure everyone who walks through our doors feels welcome and accepted for who they are. Whether you're on a fitness journey or a career adventure with us, we believe in you and we believe together we can help you reach your full potential.

It's that **SIMPLE.**

Nobody should feel they have to be someone they're not or hide away in fear of what might be said to them or about them. No one ever reached their PB feeling that way!

So know this. At The Gym Group, everyone is accepted, we've got your back so you can be you. Together we can make The Gym Group a place where everyone is accepted for who they are and what they want to be.

At The Gym Group, **EVERYONE** is accepted.





2

Our **CULTURE**
and **VALUES.**



OUR VALUES

embody who we are.

We're **very proud** of our
values and believe they
are key drivers in
championing **inclusivity**
and **positive employee**
experience.

2

PEOPLE are respected.

Our values embody who we are, who we want to be and how we operate. In fact, they came from you describing what makes The Gym Group so special. **They are firmly rooted in our heritage and continue to shape our culture and behaviours.**

We like to keep things straightforward, so we hold the same core values both for our colleagues and our members. This is integral to how we measure success, as our values also play a key role in determining both member and employee satisfaction.


We use our values and behaviours to measure the performance of our colleagues because we all believe that 'how' things are done is just as important as 'what' gets done.

By championing our values in everything we all do, we will strive to provide an inclusive environment where people are respected, accepted, can be themselves and can thrive.

PEOPLE are accepted.




2



Our values are memorable reminders of the qualities we want to nurture in our business and the beliefs that drive our decisions.

The **FIRST** step.

- We support and encourage one another.
 - We're always ready to help someone take that first step.
 - We all accept we have a responsibility to make that first step.
- 

2

REALNESS.

- Integrity and trust are of the utmost importance to us.
- We will all strive to be fair and honest in everything we do.
- We will all act to support what is right over what is easy.

We do what is

RIGHT.


FRIENDLINESS.

- We all believe in a welcoming and inclusive gym and work environment, that's never intimidating or judgemental.
- We don't take ourselves too seriously and we're always up for a bit of a fun.



2

CHALLENGING your limits.

- We are committed to ensuring all colleagues have fair opportunities to develop their expertise and achieve new goals.
 - We encourage and support each other to strive for that PB record.
- 



3

Our **PROMISE**
to **YOU.**

3

We promise to nurture our Culture, improving Diversity, Equality and Inclusion throughout the business. This means everyone has the same great opportunities available to them.



We are not complacent. We wouldn't be living our values without ensuring we work hard to keep what makes The Gym Group great, whilst also challenging our limits as we know we can do better.

That's what

WE PLEDGE

to do.

This is how we're

GOING TO

do it...



3

We **COMMIT** to...

- Ensuring Diversity, Inclusion and Equality have priority focus at Board level.

We will be

TRANSPARENT.

- Our Director of People & Development and our Chief Commercial Officer sponsor the Diversity & Inclusion group, ensuring views and actions on diversity, **inclusion and equality** are represented in the Boardroom.
- Our Chairwoman is our Board sponsor for Diversity, **providing visible leadership and guidance** on this area within the organisation.

We will

DRIVE PROGRESS.

- **Increasing representation and championing Equality within our industry.**

- We are signatories of the Diversity in Hospitality, Travel and Leisure Charter and the Business in the Community (BITC) Race at Work Charter.



- We will drive progress in these areas as quickly and meaningfully as we can, updating the business as milestones are achieved.
- We will be transparent in any areas that need to change in order to measure progress.

Championing

EQUALITY.



3

We **LISTEN** to...

- **Diverse perspectives and views that run throughout our business.**
 - We **celebrate and accept our differences** and seek to understand our colleagues and members better, particularly what matters most to them.

- We achieve this through building good relationships and holding regular employee engagement and member satisfaction surveys, where questions are aligned to our values.
- We will build and implement an action plan to **promote inclusion.**

We are not
COMPLACENT.

3

We **ACT**...

- Through **zero tolerance of discrimination**, bullying and harassment.
 - Complaints are picked up promptly, investigated fully and dealt with fairly and without judgement. We have robust processes and procedures in place to support this.

- By making informed decisions about progress using data.
 - We will track how we are progressing against our diversity and inclusion objectives and use this insight to identify where further action is needed.

ZERO TOLERANCE

Policy.

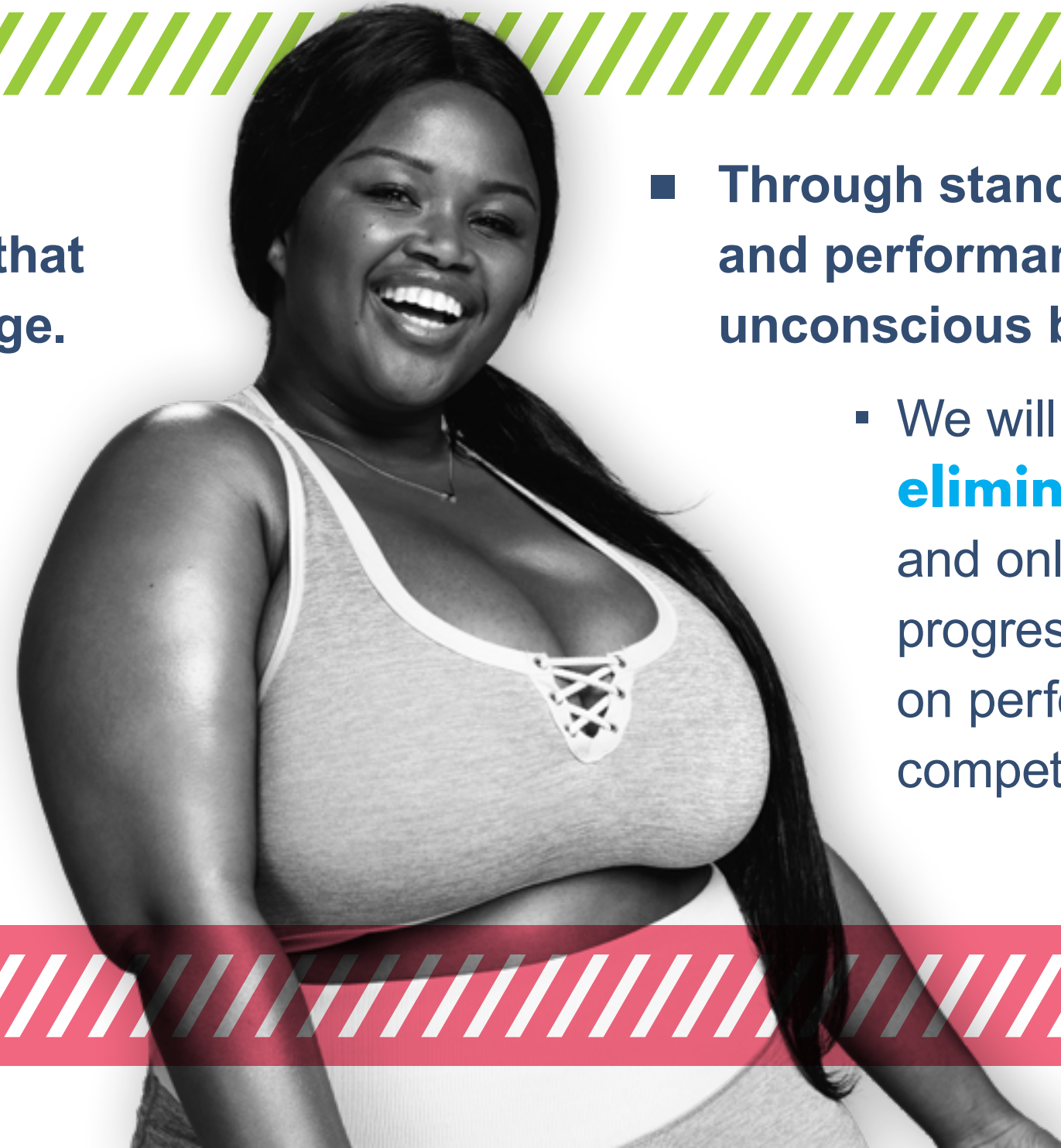
- Through a shared understanding and respect that everyone is different and that people's interests and ambitions change.

- We take a **flexible approach to recruitment and progression**.

There is no single career path at The Gym Group, instead we will provide opportunities for colleagues to broaden their experience and development across a wide range of departments.

- Through standardised recruitment and performance practices and unconscious bias training.

- We will **strive to eliminate biases** and only recruit and progress people based on performance and competencies.



3



- By having robust and transparent business, employee and member processes and procedures.
 - We ensure that decisions are made fairly and that everyone has access to the same opportunities.

Decisions are made
FAIRLY.

SAFE & WELCOMING

for everyone.

- Through our commitment to provide all employees with the appropriate diversity and inclusion training.
 - We will ensure that we keep enhancing employee understanding of these key areas and by doing so, we will continue to make The Gym Group a safe and welcoming space for everyone.



Remember, we're **#GymItTogether**

the**gym**.