

The Gym Group GRI Content Index, 2020

This is The Gym Group's (TGG) first disclosure against the Global Reporting Initiative core option, and supports the disclosures made in the 2020 Annual Report.

GENERAL DISCLOSURES

This material references Disclosures 102-1 to 102-56 from GRI 102: General Disclosures 2016.

Disclosure	Reference	Omission(s)
Organisational profile		
102-1	Name of the organisation The Gym Group plc	
102-2	Activities, brands, products, and services The Gym Group plc Annual Report and Accounts 2020, p.4	
102-3	Location of headquarters 5 th Floor, OneCroydon, 12-16 Addiscombe Road, Croydon, CR0 0XT	
102-4	Location of operations The Gym Group plc Annual Report and Accounts 2020, p.4	
102-5	Ownership and legal form The Gym Group plc Annual Report and Accounts 2020, p.90-91, 106	
102-6	Markets served The Gym Group plc Annual Report and Accounts 2020, p.4-5	
102-7	Scale of the organization The Gym Group plc Annual Report and Accounts 2020: p.119 (employees); p.4 (operations, total products and services provided); p.43 (net sales); p.129 (total capital (debt and equity))	
102-8	Information on employees and other workers a) Total number of employees by employment contract (permanent and temporary) by gender Permanent: 1,378 male 515 female Temporary: 28 male 15 female b) Total number of employees by employment contract (permanent and temporary), by region UK Permanent: 1,893 Temporary: 43 c) Total number of employees by employment type (full-time and part-time), by gender Full-time: 342 male 129 female Part-time: 1,064 male 401 female d) Workers who are legally recognised as self-employed or who are employees of contractors are 226 self-employed personal trainers	

		<p>e) We do not have material seasonal variations in employment numbers reported in Disclosures 102-8 a-c</p> <p>f) Total employees for the GRI Content Index is compiled using the employee numbers as at the 31st December 2020. Total employees reported in the 2020 Annual Report is the average number of employees across 2020.</p>	
102-9	Supply chain	Our supplier base provides goods and services in support of our core gym activities, fit-out of new sites, and to our central support functions. We have over 2,000 active suppliers, the vast majority of whom are UK businesses, and within this we have a core group of up to 100 key or preferred suppliers who we have a close partnership with. Management of our suppliers is supported by our Procurement function, which helps ensure that our suppliers are aligned with our business ethics and environmental standards.	
102-10	Significant changes to the organization and its supply chain	The Gym Group plc Annual Report and Accounts 2020 p.8-11, p.12-13.	
102-11	Precautionary Principle or approach	<p>The Gym Group's precautionary approach is guided by these principles set out in our Environmental Policy Statement:</p> <ul style="list-style-type: none"> • The prevention and reduction of pollution and the continual improvement of our environmental management system • 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 from sustainable businesses and source from local manufacturers wherever possible • Publishing our greenhouse gas emissions annually and implementing measures to reduce our carbon emissions • Continually reducing the environmental impacts associated with the transport of materials, goods and people • Reduce the amount of waste sent to landfill by increasing the recycling that takes place in our operation and through our waste contractors • Improving the environmental awareness of our colleagues and contractors • Recognising the impact we have on local communities and other interested parties 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 • 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 source from local manufacturers wherever possible 	

		An example of how we apply the precautionary approach is the design and specification of efficient equipment and technology in our gyms, particularly when designing a new gym and upgrading/refitting existing gyms.	
102-12	External initiatives	<p>Non-binding voluntary initiatives to which The Gym Group subscribes or endorses:</p> <ul style="list-style-type: none"> • Investors in People; gold accreditation since 2016. Current accreditation valid from 2019-2022 • Business in the Community (BITC) Race at Work Charter, signatory since July 2020 • Women in Hospitality, Travel and Leisure (WiTHL), member since 2019 • The Leisure Property Forum, network for professionals working in leisure property sector, member since 2012 • Accessible Retail, network representing property interests of retail warehouse and retail park sector, member since 2013 • Movember, men's health charity, supported since 2018 	
102-13	Membership of associations	The Gym Group has been a member of UK Active, the industry association for gym organisations in the UK, since 2009. John Treharne (TGG Founder Director) is on the Board of UKActive as Elected Director – Commercial Fitness Sector.	
Strategy			
102-14	Statement from senior decision-maker	The Gym Group plc Annual Report and Accounts 2020, p.30	
Ethics and integrity			
102-16	Values, principles, standards, and norms of behaviour	The Gym Group plc Annual Report and Accounts 2020, p.2, p.54-55	
Governance			
102-18	Governance structure	The Gym Group plc Annual Report and Accounts 2020, p.30, p.56-60	
Stakeholder Engagement			
102-40	List of stakeholder groups	The Gym Group plc Annual Report and Accounts 2020, p.3	
102-41	Collective bargaining agreements	0% of employees of The Gym Group are covered by collective bargaining agreement	
102-42	Identifying and selecting stakeholders	In preparing our 2019 Annual Report, which is approved by the Board of Directors, we assessed the reporting requirements of the Companies (Miscellaneous Reporting) Regulations 2018 and reported our first formal s172 statement. As part of this process, we identified that in addition to shareholders, employees and members, other groups impacted by our business operations and decisions were suppliers, lenders, the community and the environment.	

102-43	Approach to stakeholder engagement	The Gym Group plc Annual Report and Accounts 2020, p.26	
102-44	Key topics and concerns raised	The Gym Group plc Annual Report and Accounts 2020, p.27-29	
Reporting Practice			
102-45	Entities included in the consolidated financial statements	The Gym Group plc Annual Report and Accounts 2020, p.135 (note 29)	
102-46	Defining report content and topic Boundaries	The organisation has implemented the Reporting Principles for Defining Report Content: 1. Stakeholder inclusiveness - through a stakeholder engagement process and outreach events we identify the expectations of stakeholders 2. Sustainability context - our performance in context is demonstrated in The Gym Group plc Annual Report and Accounts 2020, p.30-41. 3. Materiality - The Gym Group plc Annual Report and Accounts 2020, p.27-29.	
102-47	List of material topics	The Gym Group plc Annual Report and Accounts 2020, p.31.	
102-48	Restatements of information	The Gym Group plc Annual Report and Accounts 2020, p.116 (note 5).	
102-49	Changes in reporting	No significant changes in list of material topics or topic boundaries	
102-50	Reporting period	1st January 2020 - 31st December 2020	
102-51	Date of most recent report	The Gym Group plc Annual Report 2019, published on 02/04/2020	
102-52	Reporting cycle	Annual	
102-53	Contact point for questions regarding the report	Cornelia Woschek Head of Sustainability and Business Development investor@thegymgroup.com	
102-54	Claims of reporting in accordance with the GRI Standards	In accordance Core The Gym Group plc Annual Report and Accounts 2020, p.31.	
102-55	GRI content index	GRI Content Index published and accessed from: https://www.tggplc.com/sustainability/reports	
102-56	External assurance	The Annual Report was externally audited by financial auditors Ernst & Young. The information contained in the report relating to sustainability was not part of the scope of the external assurance, but information has been internally verified. The Gym Group plc Annual Report and Accounts 2020, p.95-101.	

MATERIAL TOPICS

GRI 201: Economic Performance

This material references Disclosures 103-1 to 103-3 from GRI 103: Management Approach 2016 and GRI 201-1 to 201-4 from GRI 201: Economic Performance 2016

Disclosure		Reference	Omission(s)																															
103-1	Explanation of the material topic and its Boundary	The Gym Group plc Annual Report and Accounts 2020, p.16-17, p.32-34, p.42-45.																																
103-2	The management approach and its components	The Gym Group plc Annual Report and Accounts 2020, p.16-17, p.32-34, p.42-45.																																
103-3	Evaluation of the management approach	The Gym Group plc Annual Report and Accounts 2020, p.16-17, p.32-34, p.42-45.																																
201-1	Direct economic value generated and distributed	<table border="1"> <thead> <tr> <th></th> <th></th> <th>2020 (£m)</th> <th>2019 (£m)</th> </tr> </thead> <tbody> <tr> <td>Economic value generated</td> <td>Revenue</td> <td>80.5</td> <td>153.1</td> </tr> <tr> <td rowspan="6">Economic value distributed</td> <td>Operating costs</td> <td>109.0</td> <td>143.7</td> </tr> <tr> <td>Employee wages and benefits</td> <td>20.4</td> <td>24.8</td> </tr> <tr> <td>Payments to providers of capital</td> <td>1.3</td> <td>4.2</td> </tr> <tr> <td>Payments to government by country</td> <td>1.9</td> <td>4.4</td> </tr> <tr> <td>Community investments</td> <td>N/A</td> <td>N/A</td> </tr> <tr> <td>Total</td> <td>132.6</td> <td>177.1</td> </tr> <tr> <td>Economic value retained</td> <td>Direct economic value generated – economic value distributed</td> <td>(52.1)</td> <td>(23.9)</td> </tr> </tbody> </table>			2020 (£m)	2019 (£m)	Economic value generated	Revenue	80.5	153.1	Economic value distributed	Operating costs	109.0	143.7	Employee wages and benefits	20.4	24.8	Payments to providers of capital	1.3	4.2	Payments to government by country	1.9	4.4	Community investments	N/A	N/A	Total	132.6	177.1	Economic value retained	Direct economic value generated – economic value distributed	(52.1)	(23.9)	
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Economic value retained	Direct economic value generated – economic value distributed	(52.1)	(23.9)																															
		b) N/A																																
201-2	Financial implications and other risks and opportunities due to climate change	The Gym Group plc Annual Report and Accounts 2020, p.30, 38-39, 48.																																
201-3	Defined benefit plan obligations and other retirement plans	a. N/A b. N/A c. N/A																																

		<p>d. Under the Group's standard defined contribution pension scheme, employees contribute 3% of salary whilst The Gym Group contributes 4%.</p> <p>e. Membership of the pension scheme is voluntary and falls under the UK's auto-enrolment regulations. Over 95% of employees who earn over the auto-enrolment threshold are members of the scheme.</p>	
201-4	Financial assistance received from government	<p>a&b) Financial assistance received from UK Government 2020: £16.3m* 2019: £0 * £6.4m Provided by Coronavirus Job Retention Scheme and Local Restrictions Support Grant and £9.9m through business rates relief</p> <p>c) Government is not present in shareholding structure.</p>	

GRI 302: Energy

This material references Disclosures 103-1 to 103-3 from GRI 103: Management Approach 2016 and GRI 302-3 from GRI 302: Energy 2016

Disclosure		Reference	Omission(s)
103-1	Explanation of the material topic and its Boundary	The Gym Group plc Annual Report and Accounts 2020, p.38-41.	
103-2	The management approach and its components	The Gym Group plc Annual Report and Accounts 2020, p.38-41.	
103-3	Evaluation of the management approach	The Gym Group plc Annual Report and Accounts 2020, p.38-41.	
302-3	Energy intensity	<ul style="list-style-type: none"> a) Intensity metrics provided within our sustainability report are GHG: tCO₂e per gym and tCO₂e per million member visits b) Number of trading sites operated at any time during the reporting year and the total number of member visits made to any operating site during the reporting year c) Natural gas, electricity, heat purchased from landlord CHP plant, fuel from business travel d) All reporting is for energy consumed within the organisation only 	

GRI 305: Emissions

This material references Disclosures 103-1 to 103-3 from GRI 103: Management Approach 2016 and GRI 305-1 from GRI 305: Emissions 2016

Disclosure		Reference	Omission(s)
103-1	Explanation of the material topic and its Boundary	The Gym Group plc Annual Report and Accounts 2020, p.38-41.	
103-2	The management approach and its components	The Gym Group plc Annual Report and Accounts 2020, p.38-41.	
103-3	Evaluation of the management approach	The Gym Group plc Annual Report and Accounts 2020, p.38-41.	
305-1	Direct (Scope 1) GHG emissions	<p>The Gym Group plc Annual Report and Accounts 2020, p.39.</p> <p>e) Scope 1 consumption emissions relate to direct combustion of natural gas for operations. Scope 1 and 2 consumption and CO2 emission data has been calculated in line with the 2019 UK Government environmental reporting guidance. The following Emission Factor Databases consistent with the 2019 UK Government environmental reporting guidance have been used, utilising the current published kWh gross calorific value (CV) and kgCO2e emissions factors relevant for reporting year 01/01/2020 – 31/12/2020: Database 2020, Version 1.0.</p> <p>f) Emissions are reported for the company level where we have operational control.</p> <p>g) GHG Protocol Corporate Accounting and Reporting Standards (revised edition).</p>	

GRI 401: Employment

This material references Disclosures 103-1 to 103-3 from GRI 103: Management Approach 2016 and GRI 401-1 from GRI 401: Employment 2016

Disclosure		Reference	Omission(s)																					
103-1	Explanation of the material topic and its Boundary	The Gym Group plc Annual Report and Accounts 2020, p.34-35.																						
103-2	The management approach and its components	The Gym Group plc Annual Report and Accounts 2020, p.34-35.																						
103-3	Evaluation of the management approach	The Gym Group plc Annual Report and Accounts 2020, p.34-35.																						
401-1	New employee hires and employee turnover	<p>a) Total number and rate of new employee hires during 2020, by age group, gender and region:</p> <p>Age group</p> <table border="1"> <thead> <tr> <th>Total employees 1,936 as at 31/12/20</th> <th>Total new hires</th> <th>Rate of new hires (%)</th> </tr> </thead> <tbody> <tr> <td>30 years and under</td> <td>668</td> <td>34%</td> </tr> <tr> <td>31-50 years old</td> <td>297</td> <td>15%</td> </tr> <tr> <td>Over 50 years old</td> <td>20</td> <td>1%</td> </tr> </tbody> </table> <p>Note: The age group of 30 years has been included in the category of under 30 years.</p> <p>Gender</p> <table border="1"> <thead> <tr> <th>Total employees 1,936 as at 31/12/20</th> <th>Total new hires</th> <th>Rate of new hires (%)</th> </tr> </thead> <tbody> <tr> <td>Male</td> <td>648</td> <td>33%</td> </tr> <tr> <td>Female</td> <td>337</td> <td>17%</td> </tr> </tbody> </table> <p>Region All 985 new hires were recruited to work in the UK.</p>	Total employees 1,936 as at 31/12/20	Total new hires	Rate of new hires (%)	30 years and under	668	34%	31-50 years old	297	15%	Over 50 years old	20	1%	Total employees 1,936 as at 31/12/20	Total new hires	Rate of new hires (%)	Male	648	33%	Female	337	17%	
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b) Total number and rate of employee turnover during 2020, by age group, gender and region.

The Gym Group's total rate of turnover in 2020 was 52%. This is mainly due to Fitness Trainers who join and leave during a year.

Age Group

Total employees 1,936 as at 31/12/20	Total turnover	Rate of turnover (%)
Under 30 years old	603	31%
30-50 years old	379	20%
Over 50 years old	28	1%

Gender

Total employees 1,936 as at 31/12/20	Total turnover	Rate of turnover (%)
Male	664	34%
Female	346	18%

Region

All 1,010 members of staff who left The Gym Group in 2020 were employed in the UK.

GRI 403: Occupational Health & Safety

This material references Disclosures 103-1 to 103-3 from GRI 103: Management Approach 2016 and GRI 403-1 to 403-7 and 403-09 to 403-10 from GRI 403: Occupational Health & Safety 2018

Disclosure		Reference	Omission(s)
103-1	Explanation of the material topic and its Boundary	The Gym Group plc Annual Report and Accounts 2020, p.32-33.	
103-2	The management approach and its components	The Gym Group plc Annual Report and Accounts 2020, p.32-33.	
103-3	Evaluation of the management approach	The Gym Group plc Annual Report and Accounts 2020, p.32-33.	
403-1	Occupational health and safety management system	<p>a) The Gym Group's health and safety management system conforms to the Health and Safety Executives HSG65 Managing for Health and Safety.</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 effected by our undertaking [Health and Safety at Work Act 1974].</p> <p>ii. The Gym Group's management system conforms to HSG65 Managing Safely, INDG163 (rev4) Risk Assessment.</p> <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]; head office [employees: static workers, field / remote workers]; sites managed under CDM [PC, PD, contractors, consultants].</p>	
403-2	Hazard identification, risk assessment, and incident investigation	<p>a) Local checklists and inspections, audits [3rd party], risk assessments [3rd party]</p> <p>i. Training program for new employees / ongoing review</p> <p>ii. Quarterly reports [3rd party], Health and Safety Steering Committee and Health, Safety & Wellbeing Board Committee. Annual development plan</p> <p>b) Processes for workers to report work-related hazards and hazardous situations: Hazard [including incidents and near misses] reporting is completed digitally using our health, safety and compliance portal. However, reports are not anonymous, senior management have 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 policies and processes do not include a specific reference to allowing our staff to remove themselves</p>	

		<p>from work situations that they believe could cause injury or ill health, and how, in such a situation, they would be protected from reprisals. We will include this in our next review of our policies due in November 2021</p> <p>d) Processes to investigate work-related incidents: Accident / incident reporting tools via digital platform. External health and safety consultancy to support investigations plus 24/7 advice line available to all managers.</p>	
403-3	Occupational health services	<p>a) Occupational health services to identify and eliminate hazards and minimise risks, and how quality of service is ensured, and how workers access the service: Employee assistance program 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 work day. The EAP service is a confidential, nationwide, 24/7, 365 days-a-year service. Accredited counsellors and information specialists offer support and advice on health and wellbeing issues, as well as offering a counselling service and information on personal legal and financial matters. The service is provided externally by BHSF Ltd.</p>	
403-4	Worker participation, consultation, and communication on occupational health and safety	<p>a) Processes for work participation and consultation in health and safety management system: Health and Safety Governance: Health and Safety Heroes working group; Health & Safety Steering Committee Health, Safety & Wellbeing Board Committee. Health and Safety Heroes consult with their regions on health and safety matters and cascade back to the working group. Any key issues are escalated to the Health and Safety Steering Committee for further discussion and action.</p> <p>b) Description of formal joint management-worker health and safety committees: Health and Safety Hero responsibility: discuss Health and Safety matters with colleagues within their region and escalate back to working group and support on initiatives and projects. These meetings are scheduled quarterly in line with the Health and Safety Steering Committee. Due to the impact of the pandemic on the closure of gyms, we have not held these meetings during 2020, and will recommence in 2021 when gyms reopen. Health and Safety Heroes are IOSH Managing Safely qualified and some hold NEBOSH General Certificate. Additional development plans include Preparing to Teach in the Lifelong Learning Sector [PTTLS], fire evacuation train the trainer and NEBOSH General Certificates for those who do not already have it.</p>	
403-5	Worker training on occupational health and safety	<p>a) Occupational health and safety training: Health and safety induction for gym managers. Local Health and Safety induction for operational employees. Health, safety and compliance training delivered via digital learning management system, a number of the modules are IOSH approved for all employees.</p> <p>A health and safety manual has been developed and issued to employees and shared via company file sharing system as well as a series of COVID secure operating procedures.</p>	

403-6	Promotion of worker health	<p>a) We provide healthcare insurance as a benefit of employment for senior managers within the organisation.</p> <p>b) Employees also have access to a team of mental health first aiders along with several resources via the mental health and wellbeing hub on Core, the company's communication platform. Every employee and workers who are not employees have free, unlimited access to and use of the gym facilities for themselves and a friend or family member.</p>																			
403-7	Prevention and mitigation of occupational health and safety impact directly linked by business relationships	<p>a) Occupational health and safety risks associated with business activities, operations and services are identified through a structured risk management program which reviews high level more tactical risk through to operational risk within each gym.</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>A number of 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>																			
403-9	Work-related injuries	<p>a) Employees</p> <table border="1" data-bbox="587 1070 1297 1473"> <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)¹</td> <td>0</td> <td>0%</td> </tr> <tr> <td>Recordable work-related injury²</td> <td>0</td> <td>0%</td> </tr> <tr> <td>Main types of work related injury</td> <td colspan="2">Slips and trips, lifting, carrying, manual handling</td> </tr> <tr> <td>Number of hours worked</td> <td colspan="2">Information unavailable</td> </tr> </tbody> </table> <p>¹ This is defined as 'High profile': Serious injury caused by TGG undertaking; Ill health related death on premises; Further risk of serious injury / ill health; Significant criminal activity e.g. failed arson attack; Significant near miss or dangerous occurrences e.g. small electrical fire resulting in evacuation; Potential to trigger a liability claim; Interruption of access to a site for 12+ hours</p> <p>² This is defined as reported under the Reporting of Injuries, Diseases and Dangerous Occurrences Regulations (RIDDOR) 2013</p>		Number	Rate	Fatalities as a result of work-related injury	0	0%	High-consequence work-related injuries (excluding fatalities) ¹	0	0%	Recordable work-related injury ²	0	0%	Main types of work related injury	Slips and trips, lifting, carrying, manual handling		Number of hours worked	Information unavailable		<p>403-09 a. v.</p> <p>We do not currently collect data on hours worked for all our employees. We are planning to start recording hours from mid 2021 and will be able to report on this for the financial year 2022.</p>
	Number	Rate																			
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		<p>b) Contractors</p> <table border="1"> <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>Information unavailable</td> </tr> <tr> <td>High-consequence work-related injuries (excluding fatalities)¹</td> <td>0</td> <td>Information unavailable</td> </tr> <tr> <td>Recordable work-related injury²</td> <td>1</td> <td>Information unavailable</td> </tr> <tr> <td>Main types of work related injury</td> <td colspan="2">Slips and trips</td> </tr> <tr> <td>Number of hours worked</td> <td colspan="2">Information unavailable</td> </tr> </tbody> </table> <p>c) High risk hazards, along with all hazards, are pre-determined through a process of risk assessment but also through regular review of accident and incident data.</p> <p>d) Other hazards are identified through regular inspections undertaken routinely by employees on site to ascertain the condition of the property, equipment and other services. We also use our audit process as a means to identify hazards as well as measure the effectiveness of the health and safety management system.</p> <p>e) Rates calculated on 1,000,000 hours worked</p> <p>f) No types of worker have been excluded from this disclosure</p> <p>g) No additional contextual information is considered necessary.</p>		Number	Rate	Fatalities as a result of work-related injury	0	Information unavailable	High-consequence work-related injuries (excluding fatalities) ¹	0	Information unavailable	Recordable work-related injury ²	1	Information unavailable	Main types of work related injury	Slips and trips		Number of hours worked	Information unavailable		<p>403-09 b. v.</p> <p>We do not currently collect data from our contractors on hours worked. We are working with our contractors to understand how best to collate this information to be able to report for 2022.</p>
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403-10	Work-related ill health	<p>a) Employees</p> <table border="1" data-bbox="587 152 1294 506"> <thead> <tr> <th></th> <th>Number</th> </tr> </thead> <tbody> <tr> <td>Fatalities as a result of work-related ill health</td> <td>0</td> </tr> <tr> <td>Recordable work-related ill health</td> <td>0</td> </tr> <tr> <td>Main types of work-related ill health</td> <td>COVID-19 (not as a consequence of workplace activities)</td> </tr> </tbody> </table> <p>b) Contractors</p> <table border="1" data-bbox="587 607 1294 960"> <thead> <tr> <th></th> <th>Number</th> </tr> </thead> <tbody> <tr> <td>Fatalities as a result of work-related ill health</td> <td>0</td> </tr> <tr> <td>Recordable work-related ill health</td> <td>0</td> </tr> <tr> <td>Main types of work-related ill health</td> <td>COVID-19 (not as a consequence of workplace activities)</td> </tr> </tbody> </table> <p>c) Cleaning chemicals, maintenance chemicals, asbestos, legionella bacteria, needlestick injuries and subsequent blood borne viruses, mental health issues [stress, anxiety, depression], 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>During the reporting period, infection with COVID-19 has caused cases of ill-health and absence, though not as a consequence of workplace activities.</p> <p>COVID-19 Secure protocols have been introduced and will remain in place throughout the pandemic.</p> <p>d) No workers have been excluded from this disclosure.</p> <p>e) No additional contextual information is considered necessary.</p>		Number	Fatalities as a result of work-related ill health	0	Recordable work-related ill health	0	Main types of work-related ill health	COVID-19 (not as a consequence of workplace activities)		Number	Fatalities as a result of work-related ill health	0	Recordable work-related ill health	0	Main types of work-related ill health	COVID-19 (not as a consequence of workplace activities)
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Fatalities as a result of work-related ill health	0																	
Recordable work-related ill health	0																	
Main types of work-related ill health	COVID-19 (not as a consequence of workplace activities)																	
	Number																	
Fatalities as a result of work-related ill health	0																	
Recordable work-related ill health	0																	
Main types of work-related ill health	COVID-19 (not as a consequence of workplace activities)																	

GRI 404: Training and Education

This material references Disclosures 103-1 to 103-3 from GRI 103: Management Approach 2016 and GRI 404-2 from GRI 404: Training and Education 2016

Disclosure		Reference	Omission(s)
103-1	103-1 Explanation of the material topic and its Boundary	The Gym Group plc Annual Report and Accounts 2020, p.34-35.	
103-2	103-2 The management approach and its components	The Gym Group plc Annual Report and Accounts 2020, p.34-35.	
103-3	103-3 Evaluation of the management approach	The Gym Group plc Annual Report and Accounts 2020, p.34-35.	
404-2	404-2 Programs for upgrading employee skills and transition assistance programs	The Gym Group plc Annual Report and Accounts 2020, p.34-35.	

GRI 405: Diversity and Equal Opportunity

This material references Disclosures 103-1 to 103-3 from GRI 103: Management Approach 2016 and GRI 405-1 from GRI 405: Diversity and Equal Opportunity 2016

Disclosure		Reference	Omission(s)																																										
103-1	Explanation of the material topic and its Boundary	The Gym Group plc Annual Report and Accounts 2020, p.36-37.																																											
103-2	The management approach and its components	The Gym Group plc Annual Report and Accounts 2020, p.36-37.																																											
103-3	Evaluation of the management approach	The Gym Group plc Annual Report and Accounts 2020, p.36-37																																											
405-1	Diversity of governance bodies and employees	<p>a) Board members (as at 31 December 2020)</p> <table border="1"> <thead> <tr> <th rowspan="2">Gender</th> <td>Male</td> <td>71%</td> </tr> <tr> <td>Female</td> <td>29%</td> </tr> </thead> <tbody> <tr> <th rowspan="3">Age group</th> <td>Under 30 years old</td> <td>0%</td> </tr> <tr> <td>30-50 years old</td> <td>14%</td> </tr> <tr> <td>Over 50 years old</td> <td>86%</td> </tr> </tbody> </table> <p>b) Employees by employee category (as at 31 December 2020)</p> <table border="1"> <thead> <tr> <th>Gender</th> <th>Male</th> <th>Female</th> </tr> </thead> <tbody> <tr> <td>Board members</td> <td>71%</td> <td>29%</td> </tr> <tr> <td>Executive Committee (Director)</td> <td>83.3%</td> <td>16.7%</td> </tr> <tr> <td>Head of level</td> <td>66.7%</td> <td>33.3%</td> </tr> <tr> <td>Senior Manager</td> <td>81.5%</td> <td>18.5%</td> </tr> <tr> <td>Manager</td> <td>64.3%</td> <td>37.7%</td> </tr> <tr> <td>Lead</td> <td>53.3%</td> <td>46.7%</td> </tr> <tr> <td>Associates</td> <td>36%</td> <td>64%</td> </tr> <tr> <td>Gym Management</td> <td>75%</td> <td>25%</td> </tr> <tr> <td>Gym Associates</td> <td>72.9%</td> <td>27%</td> </tr> </tbody> </table>	Gender	Male	71%	Female	29%	Age group	Under 30 years old	0%	30-50 years old	14%	Over 50 years old	86%	Gender	Male	Female	Board members	71%	29%	Executive Committee (Director)	83.3%	16.7%	Head of level	66.7%	33.3%	Senior Manager	81.5%	18.5%	Manager	64.3%	37.7%	Lead	53.3%	46.7%	Associates	36%	64%	Gym Management	75%	25%	Gym Associates	72.9%	27%	
Gender	Male	71%																																											
	Female	29%																																											
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Gym Associates	72.9%	27%																																											

Age Group	Under 30 years old	30-50 years old	Over 50 years old
Board members	0%	14%	86%
Executive Committee (Director)	0%	66.7%	33.3%
Head of level	6.7%	93.3%	0%
Senior Manager	0%	77.8%	22.2%
Manager	21.4%	75%	3.6%
Lead	26.7%	60%	13.4%
Associates	68%	24%	8%
Gym Management	39.9%	57.8%	2.2%
Gym Associates	62.8%	34.2%	2.9%

GRI 413: Local Communities

This material references Disclosures 103-1 to 103-3 from GRI 103: Management Approach 2016 and GRI 413-2 from GRI 413: Local Communities 2016

Disclosure		Reference	Omission(s)
103-1	Explanation of the material topic and its Boundary	<p>Most of our 24 hour access gyms are located in urban centres, providing easy access for members, but also mean that our operations are in close proximity to our local communities who live and work nearby. We are committed to supporting and engaging with our local communities. Below are some of the processes we consider when performing development work in local communities.</p> <p>Environmental impact assessment: The development work that The Gym Group undertakes is below the thresholds set by the Environmental Impact Assessment (EIA) Regulations and therefore the planning applications for TGG do not fall within the scope of EIA. As such its requirements and processes are not applicable. TGGs development and application work generally comprises changes of use of existing buildings, fit out work and minor external changes to existing buildings. Where TGG do occupy new buildings, the development has been secured consent by the developers and TGG responsibility relates only to the discharge of conditions related specifically to their use.</p> <p>Community Consultation and Engagement: The development work that TGG undertakes is not of a nature which requires community consultation or engagement as part of the preparation of schemes. The majority of planning applications relate to the change of use of existing buildings and internal fit out works to enable the use. The Local Planning Authority consults with local residents and other stakeholders as part of the application process and TGG (and their consultants) review and respond to any matters arising as part of the standard application process in the normal way. As with EIA, on larger schemes where TGG are taking a new building unit as part of a wider development, consultation with the local community and stakeholders will have been undertaken by the developer at application stage, however TGG involvement is post-consent.</p>	
103-2	The management approach and its components		
103-3	Evaluation of the management approach		
413-2	Operations with significant actual and potential negative impacts on local communities	<p>Environmental / Amenity Matters: The 24-hour use of TGG operations has the potential to impact on our local communities. TGG employs consultants to assess the existing environment and the proposed use and to develop mitigation measures to ensure that the proposals have no unacceptable impact and are in line with the required planning policies and British Standards. The planning application process provides for the review and confirmation of the proposals to ensure compliance. Where operational issues do arise, TGG (and their consultant team) work with the local Environmental Health Officer and/or local representatives as relevant to review and address any issues.</p>	

		<p>Two cases of residents complaining of noise caused by weights dropping in the gym were reported to TGG in 2020 and we are currently investigating the causes with our acoustic consultants.</p> <p>An assessment of a random selection of TGG sites in locations across the UK was undertaken in 2019 to understand the extent of complaints and issues being raised to Local Authorities. The report concluded that the controls and mitigation employed by TGG was successful at delivering 24 hour uses without undue impact on the local community or amenity.</p> <p>Gym Network available here: https://www.tggplc.com/about-us/at-a-glance</p>	
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GRI 416: Customer Health & Safety

This material references Disclosures 103-1 to 103-3 from GRI 103: Management Approach 2016 and GRI 416-2 from GRI 416: Customer Health & Safety 2016

Disclosure		Reference	Omission(s)								
103-1	Explanation of the material topic and its Boundary	The Gym Group plc Annual Report and Accounts 2020, p.32-33.									
103-2	The management approach and its components	The Gym Group plc Annual Report and Accounts 2020, p.32-33.									
103-3	Evaluation of the management approach	The Gym Group plc Annual Report and Accounts 2020, p.32-33.									
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	<p>a)</p> <table border="1"> <thead> <tr> <th></th> <th>2020</th> </tr> </thead> <tbody> <tr> <td>Incidents of non-compliance with regulations resulting in a fine or penalty</td> <td>0</td> </tr> <tr> <td>Incidents of non-compliance with regulations resulting in a warning</td> <td>1¹</td> </tr> <tr> <td>Incidents of non-compliance with voluntary codes</td> <td>None identified</td> </tr> </tbody> </table> <p>¹ Cardiff Newport Road, in response to concerns around COVID-19 guidance on building occupancy. The Gym Group was issued an improvement notice by Shared Regulatory Services working on behalf of Cardiff Council and all actions have been dispensed. The main concerns were around distancing and signage; additional distancing measures in areas of the gym were implemented where distancing was noted as a cause for concern including barriers for the free weight area and additional signage; and overall capacity within the gym was also reduced.</p>		2020	Incidents of non-compliance with regulations resulting in a fine or penalty	0	Incidents of non-compliance with regulations resulting in a warning	1 ¹	Incidents of non-compliance with voluntary codes	None identified	
	2020										
Incidents of non-compliance with regulations resulting in a fine or penalty	0										
Incidents of non-compliance with regulations resulting in a warning	1 ¹										
Incidents of non-compliance with voluntary codes	None identified										

GRI 418: Customer Privacy

This material references Disclosures 103-1 to 103-3 from GRI 103: Management Approach 2016 and GRI 418-1 from GRI 418: Customer Privacy 2016

Disclosure		Reference	Omission(s)
103-1	Explanation of the material topic and its Boundary	The Gym Group plc Annual Report and Accounts 2020, p.50. Our customers' privacy is important to us.	
103-2	The management approach and its components	The below policies and procedures we have in place describe how we ensure customer privacy.	
103-3	Evaluation of the management approach	<ul style="list-style-type: none"> • Data Protection Governance Model, providing; <ul style="list-style-type: none"> ○ nationwide standard for data privacy ○ a data privacy impact assessment and risk management process ○ integration with Information Security core functions ○ training and awareness for employees ○ 3rd party data processor reviews ○ legal support and guidance for data protection issues ○ a GDPR calendar of actions, including policy reviews and audits • Monthly Data Protection Office Reports presented to Data Protection Officer, Chief Information Officer and Human Resources • Annual GDPR Audits carried out since 2017 by a global cyber security business NCC Group: <ul style="list-style-type: none"> ○ "Following the 2020 assessment, the total number of controls that TGG is compliant with is 88, which represents approximately 96% compliance against the NCC Group control set." ○ "Overall a really good assessment and to be commended." Executive Principal Consultant, NCC Group • Data Protection Policies in place <ul style="list-style-type: none"> ○ For members https://www.thegymgroup.com/privacy-cookie-policy/ ○ For staff (on internal file sharing system 'Box') <p>Mandatory annual GDPR Training for Management</p> <ul style="list-style-type: none"> • Mandatory annual Cyber Security Aware Training for all staff • Data Protection Impact Assessment (DPIA) process in place for all process and system changes that materially affect personally identifiable information (PII) • Mature Data Subject Access Request process in place for managing subject access requests from staff and members 	

		<ul style="list-style-type: none"> • Strengthening our Privacy Framework <ul style="list-style-type: none"> ○ TGG are currently assessing an automated system for DPIA reviews and Data Mapping that further strengthens staff and members data privacy, including improving managing website consent and vendor compliance. • Safeguarding Personal Data <ul style="list-style-type: none"> ○ TGG employ a number of security controls to protect systems and data. We are continually improving our Security Framework based on recognised best practice and will be introducing an Information Security Management System in 2021. An ISO 27001 Gap Analysis has been conducted in Q4 2020 by a global cyber security business. ○ Vendors and new third parties need to validate against a consistent set of security requirements during the on-boarding phase. ○ Website undergoes regular vulnerability scans and assessments. Security is also incorporated into the software development lifecycle. <p>The Gym Group Privacy Policy is available here: https://www.tggplc.com/cookie-policy</p>	
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	<ul style="list-style-type: none"> (a) Zero substantiated complaints received concerning breaches of customer privacy. (b) Zero identified leaks, thefts, or losses of customer data. 	