

Whistleblowing Policy Statement

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

The Gym Group maintains a whistleblowing policy, which is available to employees and summarised in this statement.

It is the Gym Group's policy that under certain circumstances, employees are protected from suffering any detriment or termination of employment if they make disclosures about organisations for whom they work.

Certain disclosures are prescribed by law as "qualifying disclosures". A "qualifying disclosure" means a disclosure of information that the employee genuinely and reasonably believes is in the public interest and shows that the Company has committed a "relevant failure" by:

- committing a criminal offence,
- failing to comply with a legal obligation
- a miscarriage of justice
- endangering the health & safety of an individual
- environmental damage, or
- concealing any information relating to the above

These acts can be in the past, present or future, so that, for example, a disclosure qualifies if it relates to environmental damage that has happened, is happening, or is likely to happen. The Company will take any concerns raised relating to the above matters very seriously and treat the matter in confidence.

The Employment Rights Act 1996 provides protection for workers who 'blow the whistle' where they reasonably believe that some form of illegality, injustice or breach of health and safety has occurred or is likely to occur. The disclosure has to be "in the public interest". Employees are encouraged to use the procedure to raise any such concerns and follow the relevant procedure as set out in the Company's Whistle Blowing Policy.

It is the Company's policy that bullying, harassment or any other detrimental treatment afforded to a colleague who has made a qualifying disclosure is unacceptable.

Responsibility for this policy lies with The Gym Group plc Board.

Signed:



Richard Darwin (Chief Executive Officer)

Date: 22nd March 2021