

Health and Safety Policy Statement

At The Gym Ltd, we regard health and safety as one of our main priorities and forms an integral part of our operation and systems of work. We recognise the duties placed on us by the Health and Safety at Work etc. Act 1974 as well as other supporting pieces of legislation and regulation and that we have a duty to ensure so far as is reasonably practicable the health, safety and welfare of all our employees and any other person who may be affected by our undertakings.

We understand that effective health and safety management directly contributes to our commercial success and stands in equal regard to this and any other business function. We are committed to striving for a positive health and safety culture by ensuring the provision of a safe working environment and safe systems of work as well as ensuring that our legal obligations are met, and wherever reasonably practicable, exceeded.

We are also committed to the following principles:

- I. We will actively monitor health and safety performance through regular inspections, audits and reviews which we regard as an essential element of our performance improvement.
- II. To ensure that the appropriate resources, both financial and physical, will be made available to support this policy.
- III. To ensure all reasonably foreseeable hazards are identified with risks assessed and suitable and sufficient control measures implemented and regularly reviewed.
- IV. To ensure all our employees are provided with sufficient information, instruction, training and supervision to enable them to work safely and efficiently.
- V. To listen and respond to feedback from the workforce or any other key stakeholder regarding health and safety matters which lead to their safety or that of others being compromised whilst at The Gym Ltd.

We will ensure this policy is kept up to date, particularly as the business changes in nature and size and as required by changes in health and safety legislation. The policy will be reviewed annually irrespective of the above to ensure its effectiveness.

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

Signed:



Richard Darwin

Date: 22nd March 2021