

Human Rights Policy Statement

Founded in 2007, The Gym Group 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.

At The Gym Group, we are committed to protecting the human rights of all our employees and of everyone who receives direct or indirect services from us. As a responsible, ethical company, we fully support the principles of the Human Rights Act and all associated legislation.

This statement is guided by the Human Rights Act 1998, the Universal Declaration of Human Rights, the International Labour Organisation's Declaration on Fundamental Principles and Rights at Work and the UN Guiding Principles on Business and Human Rights.

This policy statement applies to our whole business, and we expect our suppliers to uphold the same principles within their businesses.

Respect for Human Rights

We respect human rights. We are committed to identifying, preventing and mitigating the impact of adverse human rights resulting from, or caused by, our business activities.

Child Labour

We will not employ workers under the legal minimum age for work as stipulated by the Employment Act 2008.

Forced Labour

We are committed to compliance with the provisions of the Modern Slavery Act 2015. As such, the Group has a zero-tolerance approach to modern slavery and we are further committed to acting ethically, with transparency and integrity in all our business dealings and relationships. To see our latest Modern Slavery Act Transparency Statement please go to <https://www.tggplc.com/modern-slavery-act-2020>

Diversity & Inclusion

We will not discriminate because of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (including colour, nationality and ethnic or national origins), religion or belief, sex or sexual orientation. For more information please see our D&I manifesto available from [here](#).

Discipline

We will not employ, or allow to be employed, any form of corporate punishment, physical coercion or verbal abuse. Any disciplinary matter will be dealt with through formal procedures.

Working Hours

Working time directives will be adhered to as per the Working Time Regulations 1998 with opt-out clauses publicised to staff.

Remuneration

Wages paid for standard working hours will meet or exceed national minimum wage levels.

A handwritten signature in black ink, appearing to read 'Richard Darwin', with a long horizontal flourish extending to the right.

Richard Darwin
Chief Executive Officer
The Gym Group plc

Date: September 2022