

The Gym Group GRI content index 2022

Statement of use: The Gym Group has reported the information cited in this GRI content index for the period 01 January 2022 – 31 December 2022 with reference to the GRI Standards.

GRI 1 used: GRI 1: Foundation 2021

The Gym Group (TGG) presents its Global Reporting Initiative (GRI) content index. This provides a structure to our sustainability reporting and provides information and data for topics that are material to our operations and sites. This GRI content index supports our Annual Report and Accounts 2022.

GRI Standard	Disclosure	Location	Omission(s)
GRI 2: General Disclosures 2021	2-1 Organizational details	The Gym Group plc (UK) Headquarters: 5 th Floor, OneCroydon, 12-16 Addiscombe Road, Croydon, CR0 0XT Country of operation: UK	
	2-2 Entities included in the organization's sustainability reporting	The Gym Group plc. The Gym Group plc is a single entity and sustainability reporting aligns with the financial statement. The Gym Group plc Annual Report and Accounts 2022, p.38-53.	
	2-3 Reporting period, frequency and contact point	Reporting period: 1 January 2022- 31 December 2022. Publication date: 16 March 2023 Sustainability Report published annually Contact point for questions regarding the report: Cornelia Woschek Sustainability and Business Development Director cornelia.woschek@thegymgroup.com	
	2-4 Restatements of information	The Gym Group plc Annual Report and Accounts 2022 p.39, 47, 99, 104.	
	2-5 External assurance	The Annual Report was externally audited by financial auditors Ernst & Young LLP. 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.	
	2-6 Activities, value chain and other business relationships	The Gym Group plc Annual Report and Accounts 2022, p.65 All page numbers below refer to pages within The Gym Group plc Annual Report and Accounts 2022 The Gym Group plc Strategic Report includes: <ul style="list-style-type: none"> the Business Model on p.2 describes the activities, products and services; the Market Review on p.24 describes the market; Principal Risks and Uncertainties on p.54-63 includes 	

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		<p>Relationships with Key Suppliers as a principal risk linked to business strategy;</p> <ul style="list-style-type: none"> s172 report on page 66-69 describes relationships with suppliers as a stakeholder. <p>We do not describe the entities downstream from the organisation and their activities.</p>																																																																							
	2-7 Employees	<table border="1"> <thead> <tr> <th colspan="5">Reporting period</th> </tr> <tr> <th>Female</th> <th>Male</th> <th>Other</th> <th>Not disclosed</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td colspan="5">Number of employees (head count):</td> </tr> <tr> <td>567</td> <td>1237</td> <td>6</td> <td>94</td> <td>1904</td> </tr> <tr> <td colspan="5">Number of permanent employees (head count / FTE)</td> </tr> <tr> <td>560</td> <td>1228</td> <td>6</td> <td>94</td> <td>188</td> </tr> <tr> <td colspan="5">Number of temporary employees (head count)</td> </tr> <tr> <td>7</td> <td>9</td> <td>0</td> <td>0</td> <td>16</td> </tr> <tr> <td colspan="5">Number of non-guaranteed hours employees (head count / FTE)</td> </tr> <tr> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td colspan="5">Number of full-time employees (head count)</td> </tr> <tr> <td>171</td> <td>405</td> <td>0</td> <td>13</td> <td>589</td> </tr> <tr> <td colspan="5">Number of part-time employees (head count)</td> </tr> <tr> <td>396</td> <td>832</td> <td>6</td> <td>81</td> <td>1315</td> </tr> </tbody> </table> <p>Note: Gender as specified by the employees themselves. Only 94 employees haven't provided a gender ID. Full time employees are 40 hrs pw.</p>	Reporting period					Female	Male	Other	Not disclosed	Total	Number of employees (head count):					567	1237	6	94	1904	Number of permanent employees (head count / FTE)					560	1228	6	94	188	Number of temporary employees (head count)					7	9	0	0	16	Number of non-guaranteed hours employees (head count / FTE)					0	0	0	0	0	Number of full-time employees (head count)					171	405	0	13	589	Number of part-time employees (head count)					396	832	6	81	1315	
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	2-8 Workers who are not employees	We have had no one working in the business with 'worker status'. However, within the reporting period we had 282 self-employed personal trainers operating in our gyms and 3 self-employed within our gym support function.																																																																							
	2-9 Governance structure and composition	The Gym Group plc Annual Report and Accounts 2022, p.70-83.																																																																							
	2-10 Nomination and selection of the highest governance body	The Gym Group plc Annual Report and Accounts 2022, p.81-83.																																																																							
	2-11 Chair of the highest governance body	The Gym Group plc Annual Report and Accounts 2022, p.71, 72, 78.																																																																							

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	2-12 Role of the highest governance body in overseeing the management of impacts	The Gym Group plc Annual Report and Accounts 2022 p.76, 77, 90-91.	
	2-13 Delegation of responsibility for managing impacts	The Gym Group plc Annual Report and Accounts 2022, p.39, 44, 52, 90-91, 75. Within their roles, both David Melhuish, Chief Development and Sustainability Officer and Cornelia Woschek, Business Development and Sustainability Director, take responsibility for managing the organisations impact on the economy, environment and people.	
	2-14 Role of the highest governance body in sustainability reporting	The highest governance body (the Board of The Gym Group plc) is responsible for reviewing and approving the reported information included in the Annual Report and Accounts 2022, including the organisation's material topics. The process for reviewing and approving the information involves review by the Sustainability Committee and escalation to the Board of Directors for approval, prior to publication of reported information.	
	2-15 Conflicts of interest	The Gym Group plc Annual Report and Accounts 2022, p.64	
	2-16 Communication of critical concerns	Critical concerns are communicated to the highest governance body by escalation through the relevant procedure, for example via the Whistleblowing Policy or escalation via line managers. People and Operations is a standing agenda item for the Board, which provides a regular opportunity for management to raise concerns as required. The total number and the nature of critical concerns communicated to the highest governance body during the reporting period is none.	
	2-17 Collective knowledge of the highest governance body	In 2022 the following measures were taken to advance the collective knowledge, skills, and experience of the highest governance body on sustainable development: The Sustainability Committee, formerly the Health and Safety and Wellbeing Committee, met three times with regular reports from the Governance, Social, EDI and Environmental Workstreams. The Sustainability Committee escalates relevant items for the Board's attention. Board members who are not on the Sustainability Committee have access to the materials presented to the meetings and are invited to attend by the Chair of the Sustainability Committee.	
	2-18 Evaluation of the performance of the highest governance body	The Gym Group plc Annual Report and Accounts 2022, p.81-83.	

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	2-19 Remuneration policies	The Gym Group plc Annual Report and Accounts 2022, p.92-107.																			
	2-20 Process to determine remuneration	The Gym Group plc Annual Report and Accounts 2022, p.92-94, 107.																			
	2-21 Annual total compensation ratio	<p>The ratio of the annual total compensation for the organisation's highest-paid individual to the median annual total compensation for all employees (excluding the highest-paid individual) is: 1:0.04</p> <table border="1"> <thead> <tr> <th>Payee</th> <th>Pay (£)</th> </tr> </thead> <tbody> <tr> <td>Highest Paid</td> <td>£502,608.00</td> </tr> <tr> <td>Median annual total compensation for all employees</td> <td>£19,835.13</td> </tr> </tbody> </table> <p>The ratio of the percentage increase in annual total compensation for the organisation's highest-paid individual to the median percentage increase in annual total compensation for all employees (excluding the highest-paid individual) is:</p> <p>1:0.12</p> <table border="1"> <thead> <tr> <th></th> <th>2021</th> <th>2022</th> <th>% increase</th> </tr> </thead> <tbody> <tr> <td>Highest Paid</td> <td>£ 316,724.12</td> <td>£ 502,608.00</td> <td>59%</td> </tr> <tr> <td>Median</td> <td>£18,604.57</td> <td>£ 19,835.13</td> <td>7%</td> </tr> </tbody> </table> <p>Calculation:</p> <p>To calculate this ratio we have used the annual salary, plus any allowances in place as at the end of the year. We have then added on any bonuses paid within the year to calculate the annual total compensation values.</p> <ul style="list-style-type: none"> We have used full time equivalent salaries for our part time employees The title of the highest paid individual is the chief executive officer. 	Payee	Pay (£)	Highest Paid	£502,608.00	Median annual total compensation for all employees	£19,835.13		2021	2022	% increase	Highest Paid	£ 316,724.12	£ 502,608.00	59%	Median	£18,604.57	£ 19,835.13	7%	
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2-22 Statement on sustainable development strategy	https://www.tggplc.com/sustainability/strategy The Gym Group plc Annual Report and Accounts 2022, p.38-39, p.90-91.																				
2-23 Policy commitments	The Gym Groups policy commitments can be found here: https://www.tggplc.com/sustainability/policy-statements																				

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	2-24 Embedding policy commitments	<p>The Gym Group embeds its policy commitments through:</p> <ul style="list-style-type: none"> • Publishing policies internally on the Company intranet and externally on the Company's website https://www.tggplc.com/sustainability/policy-statements; • Ensuring that policies and updates to policies are approved by an appropriate forum or individual; • Providing training to relevant staff (and where appropriate all staff) on policies. 	
	2-25 Processes to remediate negative impacts	<p>The Gym Group has a number of processes for remediating its negative impacts</p> <ul style="list-style-type: none"> • Whistleblowing Policy, where individuals can raise grievances, complaints or issues, anonymously if they prefer. All submissions via this channel are reviewed by the Company Secretary and escalated if and as appropriate (none in 2022); • Anti-Bribery and Corruption Policy and training was launched in 2022; • Matters raised under these policies are to be reported to the Audit & Risk Committee, and updates and reports given to the Committee on a case by case basis (none in 2022). <p>https://www.tggplc.com/sustainability/policy-statements</p>	
	2-26 Mechanisms for seeking advice and raising concerns	<p>Individuals can seek advice on implementing TGG's policies and practices for responsible business conduct by referring to the company intranet or the Company's website, where these policies are available.</p> <p>Individuals can raise concerns about TGG's business conduct by following the Whistleblowing Policy, which is available on the Company's website and intranet.</p> <p>https://www.tggplc.com/sustainability/policy-statements</p>	
	2-27 Compliance with laws and regulations	There were no significant instances of non-compliance with laws and regulations during reporting period.	
	2-28 Membership associations	<ul style="list-style-type: none"> • Member of UK Active since 2009 - John Treharne (Chair of the Board) is on the Board of <u>UK Active</u> as Elected Director – Commercial Fitness Sector. • John Treharne is a member of the Board of Europe Active. 	
	2-29 Approach to stakeholder engagement	The Gym Group plc Annual Report and Accounts 2022, p.64-69.	
	2-30 Collective bargaining agreements	0% of our employees are covered by collective bargaining agreement.	

GRI Standard	Disclosure	Location	Omission(s)
GRI 3: Material Topics 2021	3-1 Process to determine material topics	https://www.tggplc.com/sustainability/strategy	
	3-2 List of material topics	<p>The Gym Groups material topics include:</p> <ol style="list-style-type: none"> 1. Safeguarding customer data and privacy <ul style="list-style-type: none"> • GRI 418: Customer Privacy 2016 2. Providing good jobs and career opportunities <ul style="list-style-type: none"> • GRI 401: Employment 2016 • GRI 404: Training and Education 2016 • GRI 201: Economic Performance 2016 3. Breaking down barriers to fitness for all <ul style="list-style-type: none"> • GRI 413: Local Communities 2016 4. Protecting our employees' and members' health, safety and wellbeing <ul style="list-style-type: none"> • GRI 416: Customer Health and Safety 2016 • GRI 403: Occupational Health and Safety 2018 5. Building a diverse, equal and inclusive workplace <ul style="list-style-type: none"> • GRI 405: Diversity and Equal Opportunity 2016 6. Generating social value <ul style="list-style-type: none"> • GRI 413: Local Communities 2016 7. Reducing our carbon emissions <ul style="list-style-type: none"> • GRI 302: Energy 2016 • GRI 305: Emissions 2016 <p>The list of material topics is the same as those identified in our 2021 reporting period.</p>	
Economic Performance			
	3-3 Management of material topics	https://www.tggplc.com/sustainability/strategy	

GRI Standard	Disclosure	Location					Omission(s)					
	201-1 Direct economic value generated and distributed			2022 (£m)	2021 (£m)	2020 (£m)						
	Economic value generated	Revenue	172.9	106.0	80.5							
	Economic value distributed	Operating costs	103.3	80.6	67.7							
		Employee wages and benefits	38.2	32.2	23.6							
		Payments to providers of capital	3.6	2.1	1.6							
		Payments to government by country	(0.8)	0.1	-							
		Community investments	N/A	N/A	N/A							
	Total	144.3	115.0	92.9								
Economic value retained	Direct economic value generated – economic value distributed	28.6	(9.0)	(12.4)								
201-2 Financial implications and other risks and opportunities due to climate change	The Gym Group plc Annual Report and Accounts 2022, TCFD, p.50-53.											
201-3 Defined benefit plan obligations and other retirement plans	<p>3-3 The Gym Group plc Annual Report and Accounts 2022</p> <p>a. N/A</p> <p>b. N/A</p> <p>c. N/A</p> <p>d. We provide two separate pension schemes. Under the Group's salary sacrifice pension scheme employees contribute 5% of salary whilst The Gym Group contributes 4%. Under the auto enrolment scheme eligible employees contribute a minimum of 4% and The Gym Group contribute 3% in line with the UK auto enrolment regulations.</p> <p>e. Membership of the salary sacrifice pension scheme is voluntary, 6% of our employees are in this scheme. Over 93% of employees who earn over the auto-enrolment threshold are members of the auto enrolment scheme.</p>											

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	201-4 Financial assistance received from government	The Gym Group plc received £0.3m (net of tax) from HMRC in 2022 in relation to RDEC. In addition we received £0.1m of Kickstarter grants and £0.5m of contribution towards Kickstarter salaries.	
Energy			
GRI 302: Energy 2016	3-3 Management of material topics	https://www.tggplc.com/sustainability/strategy	
	302-1 Energy consumption within the organization	The Gym Group plc Annual Report and Accounts 2022, p.49 (p.46-49).	
	302-2 Energy consumption outside of the organization	N/A	Not applicable: TGG does not export energy or lease sites to external businesses.
	302-3 Energy intensity	The Gym Group plc Annual Report and Accounts 2022, p.48-49.	
	302-4 Reduction of energy consumption	The Gym Group plc Annual Report and Accounts 2022, p. 49.	
	302-5 Reductions in energy requirements of products and services	N/A	Not applicable: The Gym Group is not subject to requirements in the reduction of energy for its services. In addition, TGG does not sell products directly to its customers and therefore this disclosure is not applicable to the organisation.
Emissions			
GRI 305: Emissions	3-3 Management of material topics	https://www.tggplc.com/sustainability/strategy	

GRI Standard	Disclosure	Location	Omission(s)
2016	305-1 Direct (Scope 1) GHG emissions	The Gym Group plc Annual Report and Accounts 2022, p. 48-49.	
	305-2 Energy indirect (Scope 2) GHG emissions	The Gym Group plc Annual Report and Accounts 2022, p. 48-49.	
	305-3 Other indirect (Scope 3) GHG emissions	The Gym Group plc Annual Report and Accounts 2022, p. 48-49.	
	305-4 GHG emissions intensity	The Gym Group plc Annual Report and Accounts 2022, p. 48-49.	
	305-5 Reduction of GHG emissions	The Gym Group plc Annual Report and Accounts 2022, p. 48-49.	
	305-6 Emissions of ozone-depleting substances (ODS)	N/A	N/A: TGG does not procure or purchase products or services with ozone-depleting substances. This has been assessed in line with the EPA guidance.
	305-7 Nitrogen oxides (NOx), sulfur oxides (SOx), and other significant air emissions	N/A	N/A: Significant air emissions have not been identified as materially significant to TGG. Based on refrigerant emissions and other key activity sources, nitrogen dioxide, sulphur dioxide and other pollutants do not meet the significance threshold for harm.

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Employment																							
GRI 401: Employment 2016	3-3 Management of material topics	https://www.tggplc.com/sustainability/strategy																					
	401-1 New employee hires and employee turnover	<p>Total number and rate of new employee hires during 2022 by age group:</p> <table border="1"> <thead> <tr> <th>Total employees as at 31/12/22</th> <th>Total new hires</th> <th>Rate of new hires (%)</th> </tr> </thead> <tbody> <tr> <td>30 years and under</td> <td>697</td> <td>67.5%</td> </tr> <tr> <td>31-50 years old</td> <td>306</td> <td>29.7%</td> </tr> <tr> <td>Over 50 years old</td> <td>29</td> <td>2.8%</td> </tr> </tbody> </table> <p>Note: The age group of 30 years has been included in the category of under 30 years.</p> <p>Total number and rate of new employee hires during 2022 by gender:</p> <table border="1"> <thead> <tr> <th>Total employees as at 31/12/22</th> <th>Total new hires</th> <th>Rate of new hires (%)</th> </tr> </thead> <tbody> <tr> <td>Male</td> <td>633</td> <td>61.3%</td> </tr> <tr> <td>Female</td> <td>399</td> <td>38.7%</td> </tr> </tbody> </table> <p>Total number and rate of new employee hires during 2022 by region:</p> <p>1032 new hires were recruited to work in the UK.</p>	Total employees as at 31/12/22	Total new hires	Rate of new hires (%)	30 years and under	697	67.5%	31-50 years old	306	29.7%	Over 50 years old	29	2.8%	Total employees as at 31/12/22	Total new hires	Rate of new hires (%)	Male	633	61.3%	Female	399	38.7%
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	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	<p>There are no benefits that are determined by whether an employee is part time or full time. Benefit eligibility is determined by role/management level within the business, length of service (determined by probation period) or eligibility for salary sacrifice based on National Minimum Wage requirements.</p> <p>Temporary employees are usually not entitled to:</p> <ul style="list-style-type: none"> • Private Medical Insurance • Life Assurance • Electric Car Scheme <p>Whilst our Fitness Trainers are part time workers their entitlement to certain benefits is determined by their role or eligibility for salary sacrifice based on National Minimum Wage requirements and not the fact that they are part time. Certain benefits will be tailored specifically to them for example discounts on CPD learning specific to their professional qualification.</p>																					

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	401-3 Parental leave	<p>Total number of employees that were entitled to parental leave, by gender:</p> <p>Entitled to parental leave as of 31st December 2022</p> <table border="1" data-bbox="547 338 1278 461"> <thead> <tr> <th>Male</th> <th>Female</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>1104</td> <td>595</td> <td>1699</td> </tr> </tbody> </table> <p>Total number of employees that took parental leave by gender</p> <table border="1" data-bbox="547 602 1278 725"> <thead> <tr> <th>Male</th> <th>Female</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>29</td> <td>9</td> <td>38</td> </tr> </tbody> </table> <p>Total number of employees that returned to work in the reporting period after parental leave ended, by gender</p> <table border="1" data-bbox="547 869 1278 992"> <thead> <tr> <th>Male</th> <th>Female</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>29</td> <td>2</td> <td>31</td> </tr> </tbody> </table> <p>Total number of employees that took parental leave by gender (which commenced in 2021)</p> <table border="1" data-bbox="547 1135 1273 1220"> <thead> <tr> <th>Male</th> <th>Female</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>4</td> <td>9</td> <td>13</td> </tr> </tbody> </table> <p>Total number of employees from the above that returned to work after parental leave ended, by gender</p> <table border="1" data-bbox="547 1364 1273 1449"> <thead> <tr> <th>Male</th> <th>Female</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>4</td> <td>3</td> <td>7</td> </tr> </tbody> </table> <p>Total number of employees above that returned to work after parental leave ended that were still employed 12 after their return to work, by gender</p> <table border="1" data-bbox="547 1624 935 1709"> <thead> <tr> <th>Male</th> <th>Female</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>2</td> <td>0</td> <td>2</td> </tr> </tbody> </table> <p>Return to work and retention rates of employees that took parental leave in 2021</p> <table border="1" data-bbox="547 1852 1173 2004"> <thead> <tr> <th></th> <th>Male</th> <th>Female</th> <th>Total</th> </tr> </thead> <tbody> <tr> <td>Return to work rate</td> <td>100%</td> <td>33%</td> <td>54%</td> </tr> <tr> <td>Retention rate</td> <td>50%</td> <td>0%</td> <td>15%</td> </tr> </tbody> </table>	Male	Female	Total	1104	595	1699	Male	Female	Total	29	9	38	Male	Female	Total	29	2	31	Male	Female	Total	4	9	13	Male	Female	Total	4	3	7	Male	Female	Total	2	0	2		Male	Female	Total	Return to work rate	100%	33%	54%	Retention rate	50%	0%	15%	
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Occupational healthy and safety

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GRI 403: Occupational Health and Safety 2018	3-3 Management of material topics	https://www.tggplc.com/sustainability/strategy	
	403-1 Occupational health and safety management system	<p>a) The Gym Group's health and safety management system conforms to ISO 45001:2018, the international standard for Occupational Health and Safety Management Systems, which is due to be certified by a UKAS accredited body in 2023.</p> <ul style="list-style-type: none"> 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]. ii. The Gym Group's management system conforms ISO 45001:2018, INDG163 (rev4) Risk Assessment for developing suitable and sufficient risk assessments. <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]; central support employees [employees, static workers, field / remote workers]; sites managed under Construction Design Managers [Principal Contractor, Principal Designer, 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> <ul style="list-style-type: none"> i. Digital training program for new employees / ongoing review. ii. Health, Safety and Wellbeing Working Group and Sustainability Board Committee. Rolling annual development plan. <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 and safety and compliance portal. Reports are not anonymous, senior management has 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 Whistleblowing Policy includes a specific reference that allows our staff to remove themselves from work situations that they believe could cause injury or ill health, and how, in such a situation, they would be protected from reprisals.</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. Internal Health and Safety team also support all high-profile investigations.</p>	

GRI Standard	Disclosure	Location	Omission(s)
	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 workday. 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 Health Assured.</p> <p>We also partner with an Occupational Health partner, Pegasus, who we can refer employees as required following consultation with the employee.</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 and Wellbeing Working Group, Sustainability Board Committee. Health and Safety Heroes consult with their regions on health and safety matters and share with the working group. Any key issues are escalated to the Health, Safety and Wellbeing Working Group 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, support on initiatives and projects and improve health and safety performance within their regions. These meetings are scheduled quarterly in line with the Health, Safety and Wellbeing Working Group. In 2022 we were able to meet four times virtually. Health and Safety Heroes are IOSH Managing Safely qualified and some hold NEBOSH General Certificates. They are also trained in Advanced Cardiac Awareness Training. Additional development plans include: 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:</p> <p>We have a bespoke suite of health and safety training called Gym Safe. Every employee is required to undertake this training upon joining The Gym Group and review each unit annually.</p> <p>A suite of health and safety toolkits are also available to employees and shared via our company intranet system along with our other Policies. These are reviewed annually along with our standard Health and Safety Policy review.</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>	

GRI Standard	Disclosure	Location	Omission(s)
		<p>b) Employees also have access to a team of Mental Health Ambassadors who are trained in Mental Health First Aid, who; throughout 2023 will undergo regular training which is provided by our wellbeing and leadership training partner, Outliers. To support this, we have several resources via our Wellbeing Hub on Core, the company's communication platform. Our wellbeing strategy, Wellbeing at The Gym Group, was relaunched in 2022 and sets out our commitment to employee wellbeing and provides new and improved resources to proactively support employee wellbeing as well as clear signposting for crisis support for Managers. We will also be introducing digital mental health training for the wider business in 2023. 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>	
	<p>403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships</p>	<p>a) Occupational health and safety risks associated with business activities, operations and services are identified through a structured risk management program which reviews strategic, tactical and operational risk.</p> <p>Several specialists are appointed to carry out risk assessments outside the competency of internal 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>	
	<p>403-8 Workers covered by an occupational health and safety management system</p>	<p>a. If the organization has implemented an occupational health and safety management system based on legal requirements and/or recognized standards/guidelines:</p> <ul style="list-style-type: none"> i. The number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system: 100%; (1912 employees, 285 self-employed workers) ii. The number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system that has been internally audited; 100%; 1912 employees, 285 self-employed workers. Our management system is internally audited by our appointed health and safety consultancy. iii. The number and percentage of all employees and workers who are not employees but whose work and/or workplace is controlled by the organization, who are covered by such a system that has been audited or certified by an external party: Our H&S management system will be externally audited in 2023 for the first time. 	

GRI Standard	Disclosure	Location	Omission(s)																																			
		<p>b. Whether and, if so, why any workers have been excluded from this disclosure, including the types of worker excluded: Concessionaires are included within this submission, however, we are unable to report the total number currently within the business.</p>																																				
	403-9 Work-related injuries	<p>a) Employees</p> <table border="1" data-bbox="547 421 1254 1010"> <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>2</td> <td>10 per 10,000 employees</td> </tr> <tr> <td>Main types of work related injury</td> <td colspan="2">Sports related injury during exercise</td> </tr> <tr> <td>Number of hours worked employees</td> <td colspan="2">1,912</td> </tr> </tbody> </table> <p>b) Contractors</p> <table border="1" data-bbox="547 1126 1254 1684"> <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">N/A</td> </tr> <tr> <td>Number of hours worked</td> <td colspan="2">N/A</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 per 10,000 employees, adjusted from per 1,000,000 hours.</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	2	10 per 10,000 employees	Main types of work related injury	Sports related injury during exercise		Number of hours worked employees	1,912			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	N/A		Number of hours worked	N/A	
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		<p>f) No types of worker have been excluded from this disclosure.</p> <p>g) No additional contextual information is considered necessary.</p>																																
	403-10 Work-related ill health	<p>a) Employees</p> <table border="1"> <thead> <tr> <th></th> <th>Number (2022)</th> <th>Number (2021)</th> <th>Number (2020)</th> </tr> </thead> <tbody> <tr> <td>Fatalities as a result of work-related ill health</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Recordable work-related ill health</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Main types of work-related ill health</td> <td>0</td> <td>0</td> <td>0</td> </tr> </tbody> </table> <p>b) Contractors</p> <table border="1"> <thead> <tr> <th></th> <th>Number (2022)</th> <th>Number (2021)</th> <th>Number (2020)</th> </tr> </thead> <tbody> <tr> <td>Fatalities as a result of work-related ill health</td> <td>0</td> <td>0</td> <td>0</td> </tr> <tr> <td>Recordable work-related ill health</td> <td>0</td> <td>1</td> <td>0</td> </tr> <tr> <td>Main types of work-related ill health</td> <td>0</td> <td>0</td> <td>0</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>d) No workers have been excluded from this disclosure.</p> <p>No additional contextual information is considered necessary.</p>		Number (2022)	Number (2021)	Number (2020)	Fatalities as a result of work-related ill health	0	0	0	Recordable work-related ill health	0	0	0	Main types of work-related ill health	0	0	0		Number (2022)	Number (2021)	Number (2020)	Fatalities as a result of work-related ill health	0	0	0	Recordable work-related ill health	0	1	0	Main types of work-related ill health	0	0	0
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GRI 404: Training and Education	3-3 Management of material topics	https://www.tggplc.com/sustainability/strategy																																

GRI Standard	Disclosure	Location	Omission(s)																		
	404-1 Average hours of training per year per employee	<p>This data includes average hours for all compliance training, induction and member service training modules. This is standard training applicable for both male and female employees. We are unable to accurately report on hours for our development programmes, apprenticeship or professional qualification learning or adhoc training as this is not currently recording within our central people management system.</p> <table border="1" data-bbox="547 528 1121 1093"> <tr> <td>Executive Committee (Director)</td> <td>4h 45</td> </tr> <tr> <td>Director</td> <td>4h 45</td> </tr> <tr> <td>Head of level</td> <td>4h 45</td> </tr> <tr> <td>Senior Manager</td> <td>4h 45</td> </tr> <tr> <td>Manager</td> <td>4h 45</td> </tr> <tr> <td>Lead</td> <td>4h 45</td> </tr> <tr> <td>Associates</td> <td>4h 45</td> </tr> <tr> <td>Gym Management</td> <td>8h</td> </tr> <tr> <td>Gym Associates</td> <td>8h</td> </tr> </table>	Executive Committee (Director)	4h 45	Director	4h 45	Head of level	4h 45	Senior Manager	4h 45	Manager	4h 45	Lead	4h 45	Associates	4h 45	Gym Management	8h	Gym Associates	8h	Information unavailable / incomplete
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404-2 Programs for upgrading employee skills and transition assistance programs	<p>The Gym Group plc Annual Report and Accounts 2022, p.35, 40, 41, 58, 93.</p> <p>For employees at risk of redundancy, outplacement support is provided and is guided by our recruitment team. Examples of the support provided include support with CV writing, preparing for interviews and 1:1 support sessions.</p>																				
404-3 Percentage of employees receiving regular performance and career development reviews	<p>Whilst we do have a comprehensive and embedded performance and development review framework (Coaching for Performance) we do not currently have a centralised process for measuring and reporting the completion of these. These are completed at a local level and incorporated into employee quarterly reviews.</p> <p>In 2023 we will be evolving our people management system to incorporate this process online to enable dashboards and reporting.</p>																				
Diversity and equal opportunity																					
GRI 405: Diversity and Equal Opportunity 2016	3-3 Management of material topics	https://www.tggplc.com/sustainability/strategy																			

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	405-1 Diversity of governance bodies and employees	<p data-bbox="544 197 1053 230">Board members (as at 31 December 2022)</p> <table border="1" data-bbox="544 241 1254 539"> <tbody> <tr> <td data-bbox="544 241 740 300" rowspan="2">Gender</td> <td data-bbox="740 241 1007 300">Male</td> <td data-bbox="1007 241 1254 300">66.7%</td> </tr> <tr> <td data-bbox="740 300 1007 358">Female</td> <td data-bbox="1007 300 1254 358">33.3%</td> </tr> <tr> <td data-bbox="544 358 740 416" rowspan="3">Age group</td> <td data-bbox="740 358 1007 416">Under 30 years old</td> <td data-bbox="1007 358 1254 416">0%</td> </tr> <tr> <td data-bbox="740 416 1007 474">30-50 years old</td> <td data-bbox="1007 416 1254 474">16.7%</td> </tr> <tr> <td data-bbox="740 474 1007 539">Over 50 years old</td> <td data-bbox="1007 474 1254 539">83.3%</td> </tr> </tbody> </table> <p data-bbox="544 600 1270 633">Employees by employee category (as of 31 December 2022)</p> <p data-bbox="544 694 639 728">Gender</p> <table border="1" data-bbox="544 739 1254 1386"> <thead> <tr> <th data-bbox="544 739 987 797"></th> <th data-bbox="987 739 1121 797">Male</th> <th data-bbox="1121 739 1254 797">Female</th> </tr> </thead> <tbody> <tr> <td data-bbox="544 797 987 855">Board members</td> <td data-bbox="987 797 1121 855">66.7%</td> <td data-bbox="1121 797 1254 855">33.3%</td> </tr> <tr> <td data-bbox="544 855 987 913">Executive Committee (Director)</td> <td data-bbox="987 855 1121 913">71.4%</td> <td data-bbox="1121 855 1254 913">28.6%</td> </tr> <tr> <td data-bbox="544 913 987 972">Director</td> <td data-bbox="987 913 1121 972">50%</td> <td data-bbox="1121 913 1254 972">50%</td> </tr> <tr> <td data-bbox="544 972 987 1030">Head of level</td> <td data-bbox="987 972 1121 1030">55.6%</td> <td data-bbox="1121 972 1254 1030">44.4%</td> </tr> <tr> <td data-bbox="544 1030 987 1088">Senior Manager</td> <td data-bbox="987 1030 1121 1088">71.4%</td> <td data-bbox="1121 1030 1254 1088">28.6%</td> </tr> <tr> <td data-bbox="544 1088 987 1146">Manager</td> <td data-bbox="987 1088 1121 1146">71.4%</td> <td data-bbox="1121 1088 1254 1146">28.6%</td> </tr> <tr> <td data-bbox="544 1146 987 1205">Lead</td> <td data-bbox="987 1146 1121 1205">44.8%</td> <td data-bbox="1121 1146 1254 1205">55.2%</td> </tr> <tr> <td data-bbox="544 1205 987 1263">Associates</td> <td data-bbox="987 1205 1121 1263">36.4%</td> <td data-bbox="1121 1205 1254 1263">63.6%</td> </tr> <tr> <td data-bbox="544 1263 987 1321">Gym Management</td> <td data-bbox="987 1263 1121 1321">73.0%</td> <td data-bbox="1121 1263 1254 1321">27.0%</td> </tr> <tr> <td data-bbox="544 1321 987 1386">Gym Associates</td> <td data-bbox="987 1321 1121 1386">69.6%</td> <td data-bbox="1121 1321 1254 1386">30.4%</td> </tr> </tbody> </table>	Gender	Male	66.7%	Female	33.3%	Age group	Under 30 years old	0%	30-50 years old	16.7%	Over 50 years old	83.3%		Male	Female	Board members	66.7%	33.3%	Executive Committee (Director)	71.4%	28.6%	Director	50%	50%	Head of level	55.6%	44.4%	Senior Manager	71.4%	28.6%	Manager	71.4%	28.6%	Lead	44.8%	55.2%	Associates	36.4%	63.6%	Gym Management	73.0%	27.0%	Gym Associates	69.6%	30.4%	
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GRI 413: Local Communities 2016	3-3 Management of material topics	https://www.tggplc.com/sustainability/strategy																																													

GRI Standard	Disclosure	Location	Omission(s)
	413-1 Operations with local community engagement, impact assessments, and development programs	<p>Local community engagement takes place at a local gym level. Participation is driven by the individual gyms who work with local community organisations, whether through providing corporate partnerships, supporting with fitness and wellness awareness events with local organisations or driving fundraising for local charities through in gym fitness initiatives or foodbank collections, Easter Egg collections etc.</p> <p>Currently there is no central collation of data to report on the impact of these initiatives.</p>	Information unavailable
	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>With 231 open gyms less than 3% of the gyms have some acoustic concerns and we anticipate that most of these will be resolved over the course of H1 2023.</p> <p>We have continued to work with our landlords, neighbours and local authorities to reduce the impact of our gyms on the local environment. In most cases we have been able to remove the problem by relocating equipment or installing simple acoustic attenuation devices. In one such property, we replaced an area of functional flooring and relocated one piece of equipment that may have been causing some concerns. Since that time, we have had no further noise complaints. As part of our ongoing refit programme we take the opportunity to review any acoustic issues when refitting the gym. This was the case on another site where there had been some concerns, the refit allowed us to repurpose areas of the gym where noise had been a problem. Since re-opening in the summer we have had no complaints of noise.</p>	
Customer health and safety			
GRI 416: Customer Health and Safety 2016	3-3 Management of material topics	https://www.tggplc.com/sustainability/strategy	
	416-1 Assessment of the health and safety impacts of product and service categories	<p>Percentage of significant product and service categories for which health and safety impacts are assessed for improvement:</p> <p>Of our 19 high level risk assessments, 5 (26%) are currently being assessed for improvement opportunities, these relate to:</p> <ul style="list-style-type: none"> - Gym equipment x 3 (design, installation and extraction, use and cleaning and maintenance) - Remotely supervised gyms - Safeguarding 	

GRI Standard	Disclosure	Location	Omission(s)						
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	<table border="1" data-bbox="547 197 1257 517"> <tr> <td data-bbox="547 197 1043 324">Incidents of non-compliance with regulations resulting in a fine or penalty</td> <td data-bbox="1043 197 1257 324">0</td> </tr> <tr> <td data-bbox="547 324 1043 421">Incidents of non-compliance with regulations resulting in a warning</td> <td data-bbox="1043 324 1257 421">1</td> </tr> <tr> <td data-bbox="547 421 1043 517">Incidents of non-compliance with voluntary codes</td> <td data-bbox="1043 421 1257 517">0</td> </tr> </table> <p data-bbox="547 577 1273 680">Details of incident: We were made aware of an incident in our gym in the Isle of Wight where our wastewater services was discharging into the local river.</p> <p data-bbox="547 703 1257 869">A technician from Southern Water was instructed to attend site by the Environment Agency who conducted a dye test and confirmed the wastewater was coming from our premises. We immediately closed the site and investigated the incident.</p> <p data-bbox="547 891 1262 1032">The investigation identified the root cause of the issue to be landlord's pre-construction drawings that showed the incorrect outlet for waste water. We remedied the issue and re-opened site.</p>	Incidents of non-compliance with regulations resulting in a fine or penalty	0	Incidents of non-compliance with regulations resulting in a warning	1	Incidents of non-compliance with voluntary codes	0	
Incidents of non-compliance with regulations resulting in a fine or penalty	0								
Incidents of non-compliance with regulations resulting in a warning	1								
Incidents of non-compliance with voluntary codes	0								
Customer privacy									
GRI 418: Customer Privacy 2016	3-3 Management of material topics	<p data-bbox="547 1158 1118 1189">https://www.tggplc.com/sustainability/strategy</p> <p data-bbox="547 1218 1134 1249">Our Data Protection Governance Model provides:</p> <ul data-bbox="547 1285 1278 2083" style="list-style-type: none"> <li data-bbox="547 1285 1066 1317">• A nationwide standard for data privacy <li data-bbox="547 1352 1278 1413">• A data privacy impact assessment and risk management process <li data-bbox="547 1449 1214 1480">• Integration with Information Security core functions <li data-bbox="547 1516 1193 1547">• Mandatory training and awareness for employees <li data-bbox="547 1583 1011 1615">• Third party data processor reviews <li data-bbox="547 1650 1246 1682">• Legal support and guidance for data protection issues <li data-bbox="547 1718 1273 1800">• Regular Data Protection Office reports presented to the Data Protection Officer, Chief Information Officer and Human Resource representatives <li data-bbox="547 1836 1267 2083">• A calendar of data privacy and security actions, including the following assessments completed since Q4 2021: <ul data-bbox="639 1928 1091 2083" style="list-style-type: none"> <li data-bbox="639 1928 954 1960">○ Annual UK GDPR audit <li data-bbox="639 1962 1091 1993">○ Cyber incident response exercise <li data-bbox="639 1995 963 2027">○ PCI level 2 gap analysis <li data-bbox="639 2029 979 2060">○ Cyber3 Risk assessment <li data-bbox="639 2063 1102 2094">○ PCI application vulnerability scans 							

GRI Standard	Disclosure	Location	Omission(s)
		<ul style="list-style-type: none"> ○ Office 365 security review ○ Website security testing ○ Regular policy reviews and audits ● Data Protection Policies in place <ul style="list-style-type: none"> ○ For members https://www.thegymgroup.com/privacy-cookiepolicy/ ○ For staff (available on the internal network) ● Mandatory annual training <ul style="list-style-type: none"> ○ Cyber Security Awareness (all staff) ○ GDPR Training (all staff) ○ Advanced GDPR Training (key data users) ● Data Protection Impact Assessment (DPIA) process in place for processes and system changes that affect personally identifiable information (PII) ● Mature Data Subject Access Request process in place for managing subject access requests from staff and members ● Strengthening our Privacy Framework - use of a specialist software platform to: <ul style="list-style-type: none"> ○ Automate DPIA reviews ○ Maintain a 'Register of Processing Activities' ○ Improve data governance ● Safeguarding Personal Data <ul style="list-style-type: none"> ○ TGG employs several security controls to protect systems and data ○ Vendors and new third parties are evaluated against set security requirements during an onboarding phase ○ The website undergoes regular vulnerability scans and assessments 	
	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	(a) 4 complaints received each involving one data subject (b) 0	

Nonmaterial topics:

- GRI 202: Market Presence 2016
- GRI 203: Indirect Economic Impacts 2016
- GRI 204: Procurement Practices 2016
- GRI 205: Anti-corruption 2016
- GRI 206: Anti-competitive Behavior 2016
- GRI 207: Tax 2019
- GRI 301: Materials 2016
- GRI 303: Water and Effluents 2018
- GRI 304: Biodiversity 2016
- GRI 306: Effluents and Waste 2016
- GRI 306: Waste 2020
- GRI 308: Supplier Environmental Assessment
- GRI 402: Labor/Management Relations 2016
- GRI 406 Non-discrimination
- GRI 407 Freedom of Association and Collective Bargaining
- GRI 408 Child Labour
- GRI 409 Forced or Compulsory Labor
- GRI 410 Security Practices
- GRI 411 Rights of Indigenous Peoples
- GRI 412 Human Rights Assessment
- GRI 414 Supplier Social Assessment
- GRI 415: Public Policy 2016
- GRI 417 Marketing and Labelling