

# MODERN SLAVERY ACT TRANSPARENCY STATEMENT

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This statement is made in accordance with the requirements of the Modern Slavery Act 2015 ('The Act') as they apply to The Gym Group plc, The Gym Limited and all entities in The Gym Group plc group ('The Group' or 'The Gym Group').

The Gym Group is committed to compliance with the provisions of the Act. As such, the Group has a zero-tolerance approach to modern slavery and we are further committed to acting ethically, transparently and with integrity in all of our business dealings and relationships.

## Our business and structure

The Gym Group is a leading provider of low cost, high quality gyms that are open 24/7. The Group has over 750 employees and is based in the UK.

The Group operates a largely outsourced model, including areas such as information technology, marketing and payment processing. Our efficient staffing model means that our gyms are serviced by both our own employees and a number of self-employed personal trainers.

As such, we consider that the principal areas in which the Group faces risks related to slavery include:

- The Gym Group supply chain;
- Outsourced providers; and
- People working in our gyms and in other functions.

## Managing risks related to slavery

The Group assesses and manages risk in the above areas as follows:

### SUPPLY CHAIN AND OUTSOURCED PROVIDERS

The majority of our suppliers are located in the UK. We operate competitive tender processes for significant contracts, and consider the reputation of suppliers as part of this process.

We inform our suppliers that we are not prepared to accept any form of exploitation in their business or any part of their supply chain by publishing our policy and statement on our website.

## PEOPLE WORKING IN OUR GYMS AND OTHER FUNCTIONS

In our recruitment processes we take the following actions:

- We ensure all of our employees have a written contract of employment;
- We ensure employees are legally entitled to work in the UK; and
- We provide information to all new employees regarding their statutory rights including sick pay, holiday pay and any other benefits they may be entitled to.

Our self-employed personal trainers enter into written service agreements and it is verified that they are appropriately qualified and hold appropriate insurance with a reputable insurance firm.

We are working to implement a formal policy regarding slavery and human trafficking which will be shared with all employees.

This statement was approved by the Board of The Gym Group plc on 4 June 2019.



Mark George  
Chief Financial Officer  
The Gym Group plc