

Sweaty Betty

Gender Pay Gap



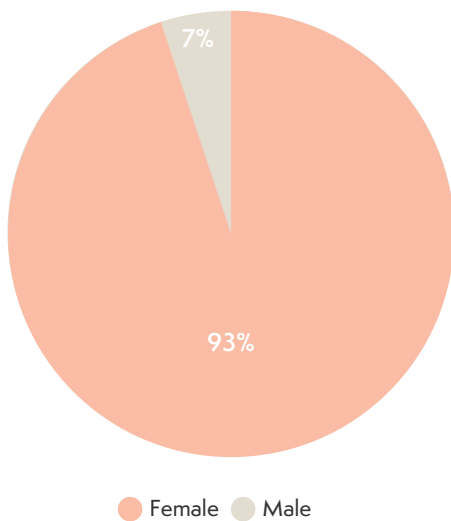
As a female founded and female led business, we are passionate about empowering women. We believe that our strength as a business is in each other and so we work hard to continue to build a culture of equality and empowerment for all our team members. Over the last few years our business has grown and with it an increase in our people. Whilst we still attract many women to work within our business the increase in headcount also represents growth in our male population at Sweaty Betty.

We aim to be an inclusive employer, attracting all genders to Sweaty Betty. Our mission is to empower our people so being able to offer flexibility, support and progression at all levels within the organisation is key.

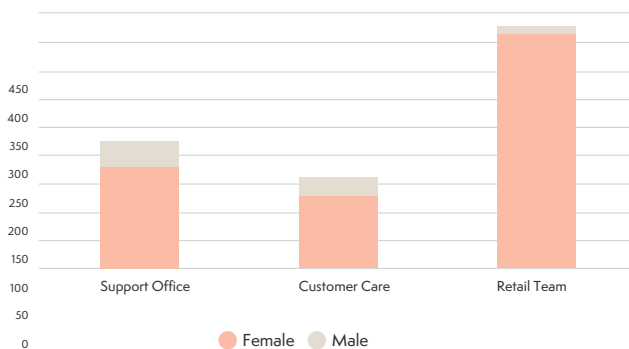
The figures below show how our business population has grown since our last gender pay report

BREAKDOWN OF EMPLOYEES BY GENDER (UK)

EMPLOYEE BREAKDOWN BY GENDER

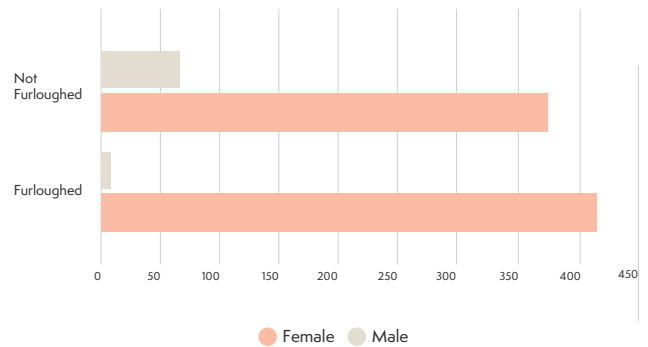


EMPLOYEE BREAKDOWN BY AREA



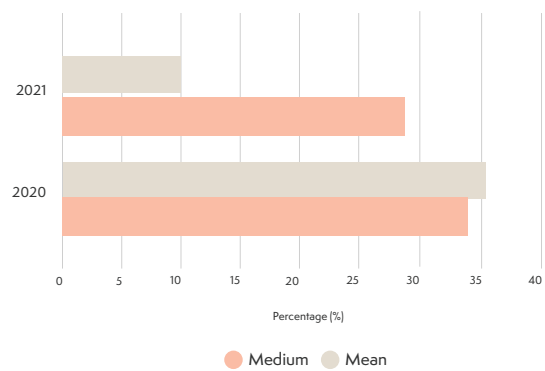
The other factor that we need to take into account when we are looking at our Gender Pay Figures for 2020 and 2021 is the percentage of the population who were furloughed at the time due to the COVID-19 pandemic. As you can see from the graph below a significant proportion of the population were on furlough during the snapshot date and whilst they are not included in our hourly pay calculations, they are included in bonus calculations. This means the data in this report doesn't accurately reflect our pay gap in normal working times. For this reason, we are looking forward to our 2022 report to accurately share the picture of where we stand as a business.

FURLOUGH POPULATION BY GENDER



OUR GENDER PAY GAP MEAN & MEDIUM

The graph below shows the mean and median pay gap for the snapshot day (5th April 2021)



The graph shows the Mean and Median. The Mean is the average of numbers in the data set. The Median is the middle point within the data set when it is organised into numerical order.



Our gender pay gap is strongly influenced by the small number of men we employ at Sweaty Betty especially within our retail team and a disproportionate distribution of genders across the business. We are confident however that we offer equal pay at Sweaty Betty. Meaning women and men who carry out the same role, with same skills and experience are paid the same for the work they carry out. We undergo a benchmarking exercise every year to maintain our commitment to equal pay.

EMPLOYEE BREAKDOWN BY PAY QUARTILE

Proportion of males and females in each pay quartile.

Percentage of males and females in each pay quartile	Upper Quartile	Upper Middle Quartile	Lower Middle Quartile	Lower Quartile
Female 2021	74.5%	84.2%	89.4%	76.3%
Male 2021	25.5%	15.8%	10.6%	23.7%

Since our last report as you can see the numbers of females in each section have gone down slightly which reflects the uplift in percent of men who have joined the business since our last report.

CALCULATION OF BONUS PAYMENT

	2020 (%)	2021 (%)
Mean Bonus Pay Gap	38.5	36.9
Medium Bonus Pay Gap	16.3	0.8
Women Receiving Bonus	14.3	29.2
Men Receiving Bonus	77.8	56.6

As you can see, we have a distinct bonus gap in current figures. This is due mostly to a significant percentage of our population sitting in the Retail team. This team are on a different incentive scheme and therefore do not receive an annual bonus. As you will have seen in the graph above 99% of this population is female and therefore effects the significant gap we have between these figures.

CONCLUSIONS

So, what is next for Sweaty Betty? As we have shared in the report, we have a mission to empower women through fitness and beyond. As we continue to grow to make this mission a reality, we are dedicated to building a diverse team of talent, hiring the right people into the right roles supporting them to grow with us and rewarding all of our team members with fairness and consistency. As a result, our goals as a business are:

- To continue to grow diversity in all senses across Sweaty Betty and be a company that strives to offer flexibility for all of our teams. You can find out more about our commitment to diversity, equality and inclusion here.
- To continue our commitment to growing and developing leaders within Sweaty Betty, placing development for all team members as a central part of our culture.
- To continue to offer development and promotion opportunities within our stores and between our stores and support office roles.

We remain committed to providing equal pay for women and men across comparable roles and ensuring our people are always rewarded with fairness and consistency.

This report covers employees of Sweaty Betty Ltd, the main employing entity of Sweaty Betty. The report covers employees of Sweaty Betty Ltd at all levels, including the executive team as at 5th April 2021.

As Chief People Officer for Sweaty Betty, I, Heidi Coppin, can confirm that the information contained in this report is accurate.