

Our policy on equal pay and the gender pay gap

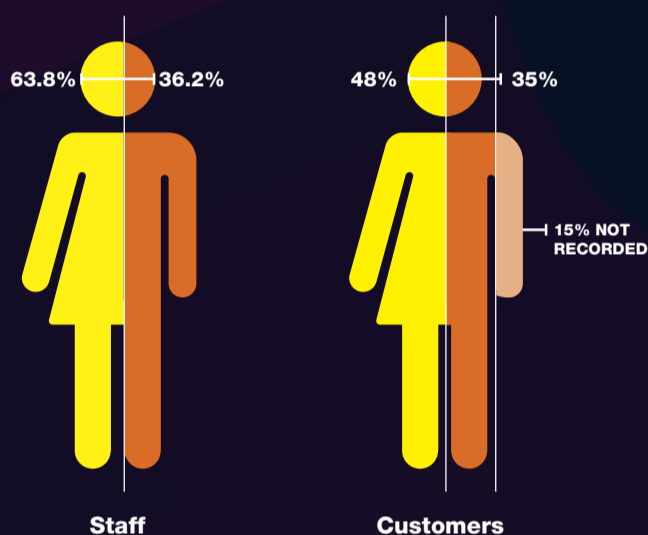
Here at **Halo** we're passionate about fairness, equality and inclusion and we welcome the new law asking employers to publish their gender pay gap results. The first thing you need to know is....

In Halo, men and women are **ALWAYS** paid the same rate of pay when in the same job.

What is the gender pay gap?

It shows the difference in the average pay between all men and women.

Gender make-up at Halo



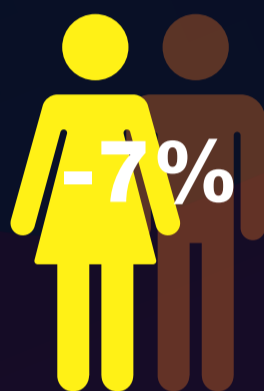
Our workforce is made up of a slightly higher proportion of females than our customer base.

How do we compare?

For the sports and leisure sector the average gender pay gap still shows that on average women are paid 1.8% less than men in 2022.

The average gender pay gap for all posts was 14.9% in 2022¹ which was a decrease from 15.1% in 2021

What does our gender pay gap look like? Total Halo workforce including casual staff



The average female hourly pay rate is £0.86p per hour higher than male counterparts. The trend is consistent with the rest of the sector, our workforce profile has a larger number of female workers

Why the gender pay gap?

Many casual jobs are instructor based and attract a higher hourly rate. These flexible working arrangements attract more women than men.

Contracted workforce (excluding casual staff)



The average hourly pay rate for females is £0.30p per hour higher than male counterparts

This is consistent with the sector average of 1.1% gender pay gap, with females earning slightly more on average than male counterparts.

Gender balance matters...

Our priorities over the next 12 months are:

1. Attracting more males to group exercise class roles, through small group training activity.
2. Review our recruitment practices to ensure they do not indirectly favour a particular gender.
3. Implement actions which help support women into more senior leadership roles in leisure.

Scott Rolfe, Halo CEO / June 2023