

Our policy on equal pay and the gender pay gap

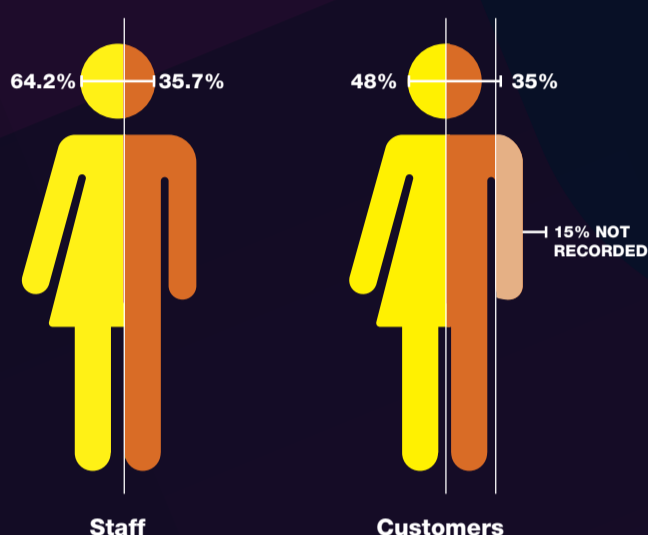
Here at **Halo** we're passionate about fairness, equality and inclusion and we welcome the new law asking employers to publish their gender pay gap results. The first thing you need to know is....

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 profile is made up of a higher proportion of females than our customer base, however the trend in the data is consistent.

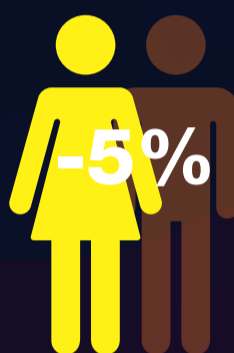
How do we compare?

For sport and fitness occupations the average gender pay gap shows that women and men are paid the same rate in 2023.

For all workers (full and part time) the UK's median gender pay gap in 2023 is 14.3% in favour of men (down 0.6% from 14.9% in 2022 and a further 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 £0.71 per hour higher than male counterparts (this has reduced by 16p per hour since 2023).

Our workforce profile has a higher number of female workers, particularly in coaching and instructing roles that also work on a zero hours basis, which drives the differences in the hourly pay rates. For sport and fitness occupations only, the average median gender pay gap shows men and women are paid the same rate.

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)



There is no gender pay gap in the contracted workforce.

Gender balance matters...

Halo Leisure continues to deliver initiatives which demonstrate our commitment to addressing the Gender Pay Gap.

1. We will continue to review our recruitment practices to ensure they do not indirectly favour a particular gender.
2. We will continue to balance the contracted and zero hours contracts across the workforce, that is reflective of the needs of the business, but also ensures stability of working arrangements to attract as diverse a workforce profile as possible.
3. We will continue to implement actions which help support women into more senior leadership roles in leisure.

Scott Rolfe, Halo CEO / June 2024