

# Our policy on equal pay and the gender pay gap

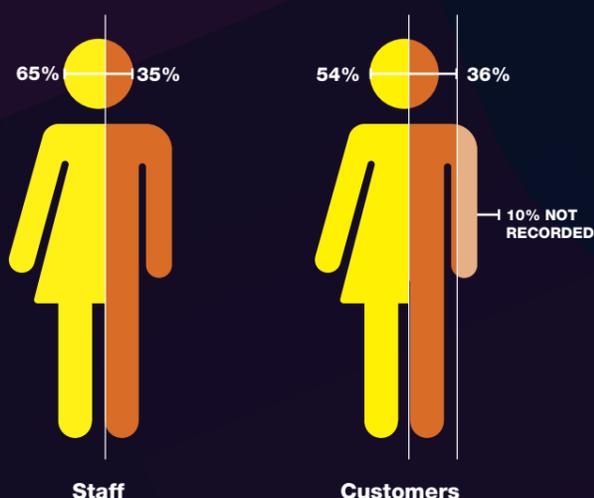
Here at **Halo** we're passionate about fairness, equality and inclusion and we welcome the new law asking employers to publish their gender pay gap results. The first thing you need to know is....

## 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?

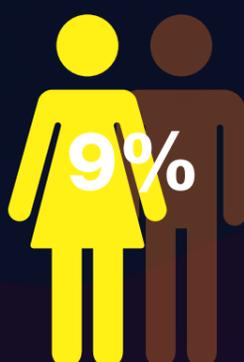
For our sector we can see the following picture on the gender pay gap\*

- In front line roles there is no gender pay gap. Females make up 44% of the workforce.
- In coaching and fitness professional roles, there is a small gender pay gap where females are on average paid between 1.6-5.1% more than men. Females make up 45-48% of the workforce.
- In managerial roles, females are paid on average 8.8% less than males.

\*source ONS statistics 2018 (last data available).

#### What does our gender pay gap look like?

Total Halo workforce including casual staff



The average female hourly rate is 9% higher than men, a rise of 1% since 2019. 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 rate for men and women is the same - there is no gender pay gap. There has been a reduction in the gender pay gap of 2% since 2019 in this group. Key reasons for these changes are more female managers are now in place and the changes in the minimum wage.

## Gender balance matters...

We will continue to reduce the gender pay gap:

1. Review contract types and role structure so they attract and retain more male workers.
2. Continue to create opportunities for males to become coaches and instructors.

#### Where does that leave us now?

We are really pleased that our objective of achieving pay parity for our workforce is present for our contracted staff, our focus now is to continue to work on actions within our flexible workforce.

Scott Rolfe, Halo CEO / June 2021