

1610 Gender Pay Gap Report 2017

Gender Pay Gap regulations require all companies with 250 or more employees on 5 April 2017 to publish details of their gender pay and bonus gap.

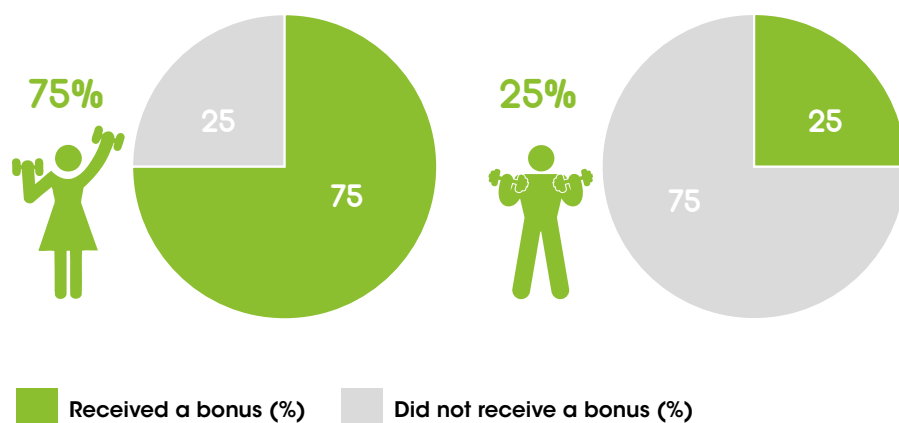
At 1610 we help people live a fuller richer life through an active body and active mind! We are all about active living and we believe and encourage this way of life not just for our customers but our staff too.

In 1610 we are committed to ensuring staff are treated equally, fairly and have access to the same opportunities.

The table below shows our overall mean and median gender pay gap based on hourly rates of pay on the snapshot date of the 5 April 2017:

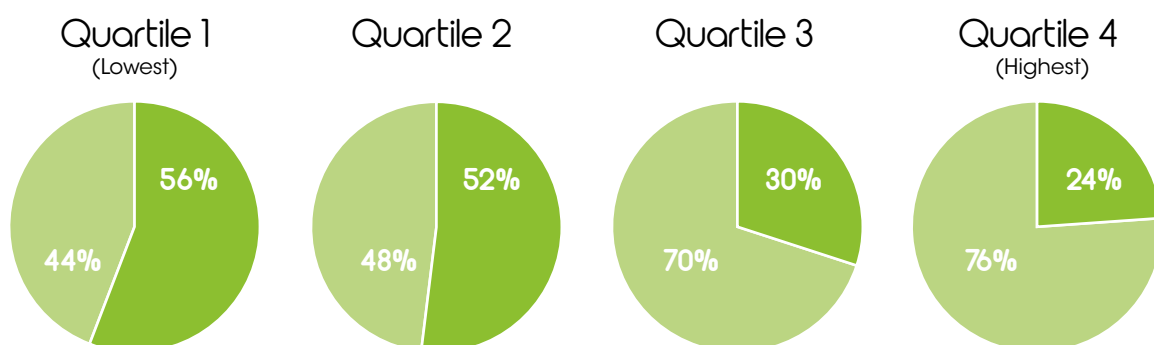
Difference between men and women		
	Mean	Median
Hourly rate	- 22%	- 34%
Bonus paid	- 47%	- 67%

Bonuses are paid to our Group Exercise Instructors who maintain full classes over a specified period of time. This chart shows the proportion of women and men who received a bonus:



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Pay Quartiles - proportion of employees in each pay quartile band:



You will note that Q3 and Q4 bands show a higher percentage of women. These quartiles reflect our Group Exercise Instructor and Swim Teacher roles where staff are predominately women. We aim to encourage more men into these roles and promote the benefits of how a diverse delivery can enhance our programmes and our members experience.

We are confident that men and women are paid equally for doing equivalent jobs across our workforce.

Tim Nightingale
CEO - March 2018