

Sweaty Betty

Gender Pay Gap Report 2022



At Sweaty Betty we have been on a mission to empower women for 20 years. With this in mind, we support and recognise the importance of the Gender Pay Gap reporting in achieving gender equality in the workplace and fair pay.

Below is the key information we wanted to share with you...



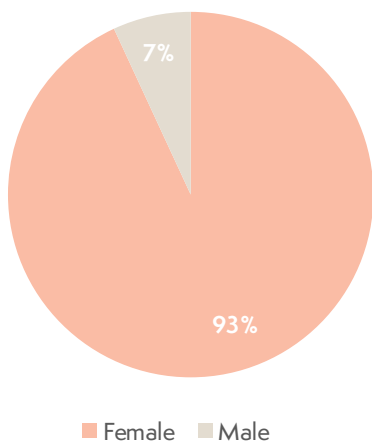
As a female founded and female led business, we are passionate about empowering women. We believe that our strength as a business is in each other and so we work hard to continue to build a culture of equality and empowerment for all our team members. Over the last few years our business has grown and 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 and where our gender pay gap is today.

BREAKDOWN OF EMPLOYEES BY GENDER (UK)

EMPLOYEE BREAKDOWN BY GENDER



The Sweaty Betty population has grown +12% in the last year but we still have a similar gender split to 2021.

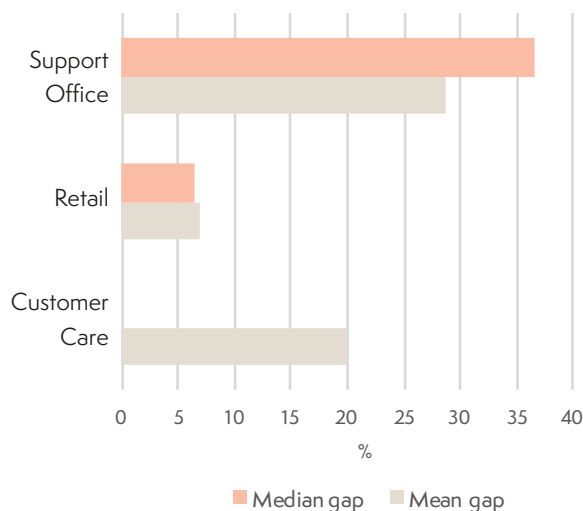
EMPLOYEE BREAKDOWN BY AREA



As you can see, unsurprisingly, as a female activewear business our retail team attracts pre-dominantly female population which is reflected in our gender pay gap.

OUR GENDER PAY GAP MEAN & MEDIAN

The graph below shows the mean and median pay gap for the snapshot day (5th April 2022)



This year our figures are representative of the whole Sweaty Betty team. In previous two years we have had team members on furlough due to covid-19 pandemic on the snapshot date so this year we have been able to see where we stand as a business when all of our staff can be included in the calculations.

The graphs show the Mean and Median gaps between three areas of our business. 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 and have recently carried out a pay review to ensure we pay the new National Minimum Wage and London Living Wage for our team. Beyond this, our commitment to our team is to continue to support growth and development internally.



EMPLOYEE BREAKDOWN BY PAY QUARTILE

Proportion of males and females in each pay quartile.

Proportion of males and females in each pay quartile	Upper Quartile	Upper Middle Quartile	Lower Middle Quartile	Lower Quartile
Female 2022	83.5%	96.9%	92.9%	99.1%
Male 2022	16.5%	3.1%	7.1%	0.9%

As you can see from our breakdown women are represented strongly across the whole business. Our leadership team remains majority female and we continue to work to promote talent from within and foster leadership development from across our teams with both internal programmes and industry schemes to promote diverse leadership.

CALCULATION OF BONUS PAYMENTS

	2022
Mean Bonus Pay Gap	68.3%
Median Bonus Pay Gap	86.5%
Women Receiving Bonus	93.1%
Men Receiving Bonus	85.5%

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 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 invest in our leaders at Sweaty Betty, ensuring that development and growth opportunities are a central part of our culture and accessible for all.

• To continue to offer development and promotion opportunities within our stores and between our stores and support office roles.

As always 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 4th April 2022.

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

