



FLYEFIT *fit*

**GENDER PAY
REPORT 2024**



At FLYEfit, we're committed to creating an inclusive community where everyone feels empowered to be themselves, fully supported, and truly valued.



FLYEfit is an Irish owned chain of Supergyms, catering for all levels of fitness and disciplines. Our mission is to make fitness accessible to everyone.

FLYEfit Ranelagh was the first gym in 2011 Ireland to have an online self-service model with all types of fitness under one roof.

Since then FLYEfit has been expanding with over 20+ gyms across Ireland.



Reporting on Gender Pay

Under Irish legislation, which came into effect from 31 May 2024, companies with 150 or more employees are required to publish gender pay gap information. In line with this legislation, the pay data of all colleagues employed by FLYEfit, either on a permanent or temporary basis, during the period 1st July 2023 to 30th June 2024 has been used to create this report.

A gender pay gap shows the difference between the average pay of all women and the average pay of all men, irrespective of any differences in the work they do. As a result, it's affected by the composition of the workforce, including the numbers of men and women in different types of jobs and at different levels of seniority.

Gender pay gaps are measured on a mean and median percentage. The mean data shows the percentage difference between the average hourly earnings for men, and for women, across all roles in Ireland. The median data calculates the percentage difference of the 'middle man' and the 'middle woman,' if they were all lined up in a row according to their salary.



Our 2024 Pay Results

ALL CONTRACTS



MEDIAN



MEAN

PART-TIME



MEDIAN



MEAN

TEMPORARY



MEDIAN



MEAN

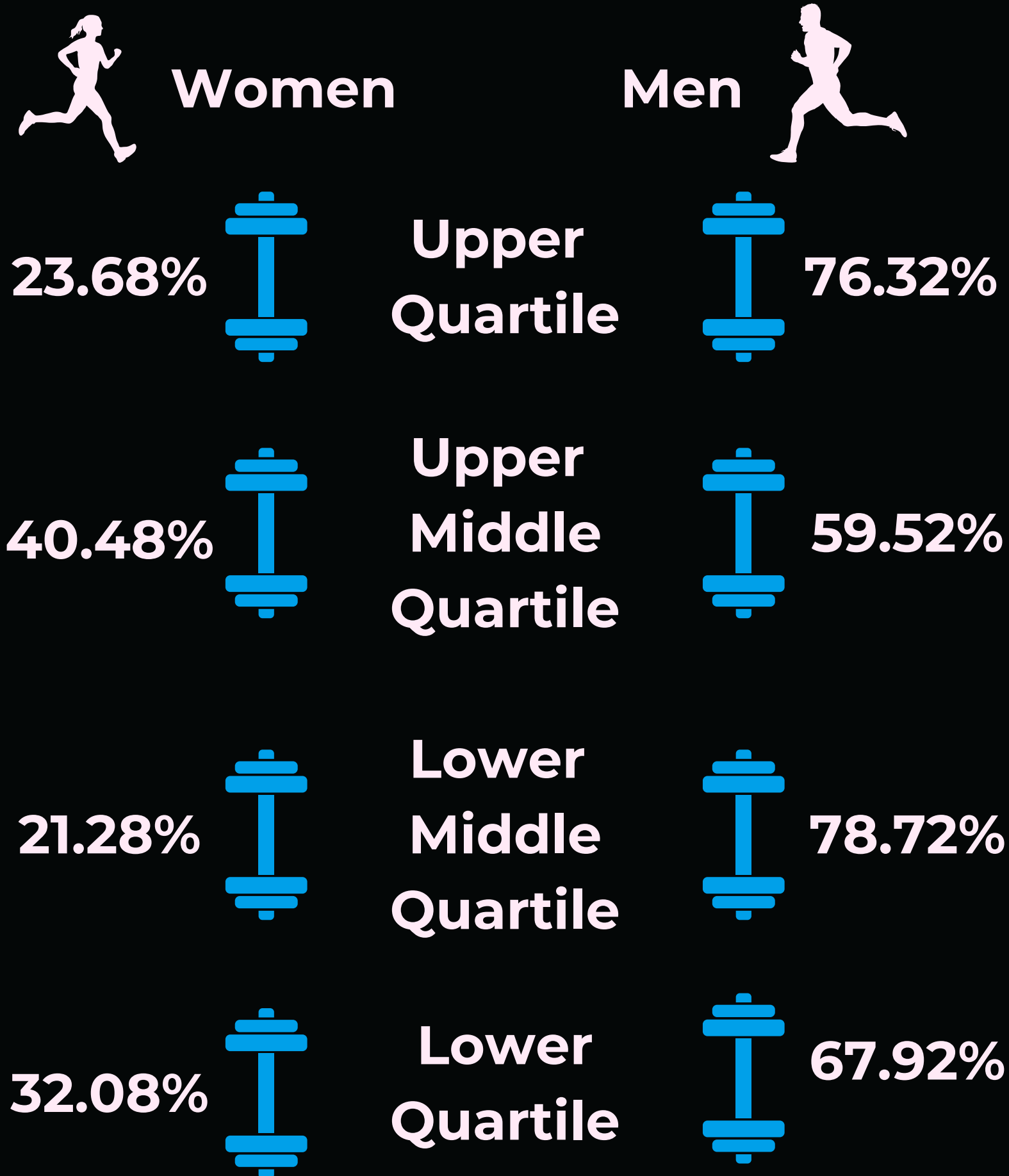
Understanding Our Data

Our median pay gap is 0.39%, which means that the middle man earns 0.39% more than the middle women. Our mean pay gap is 10.85%. This means that the average hourly pay for men is 10.85% higher than for women.

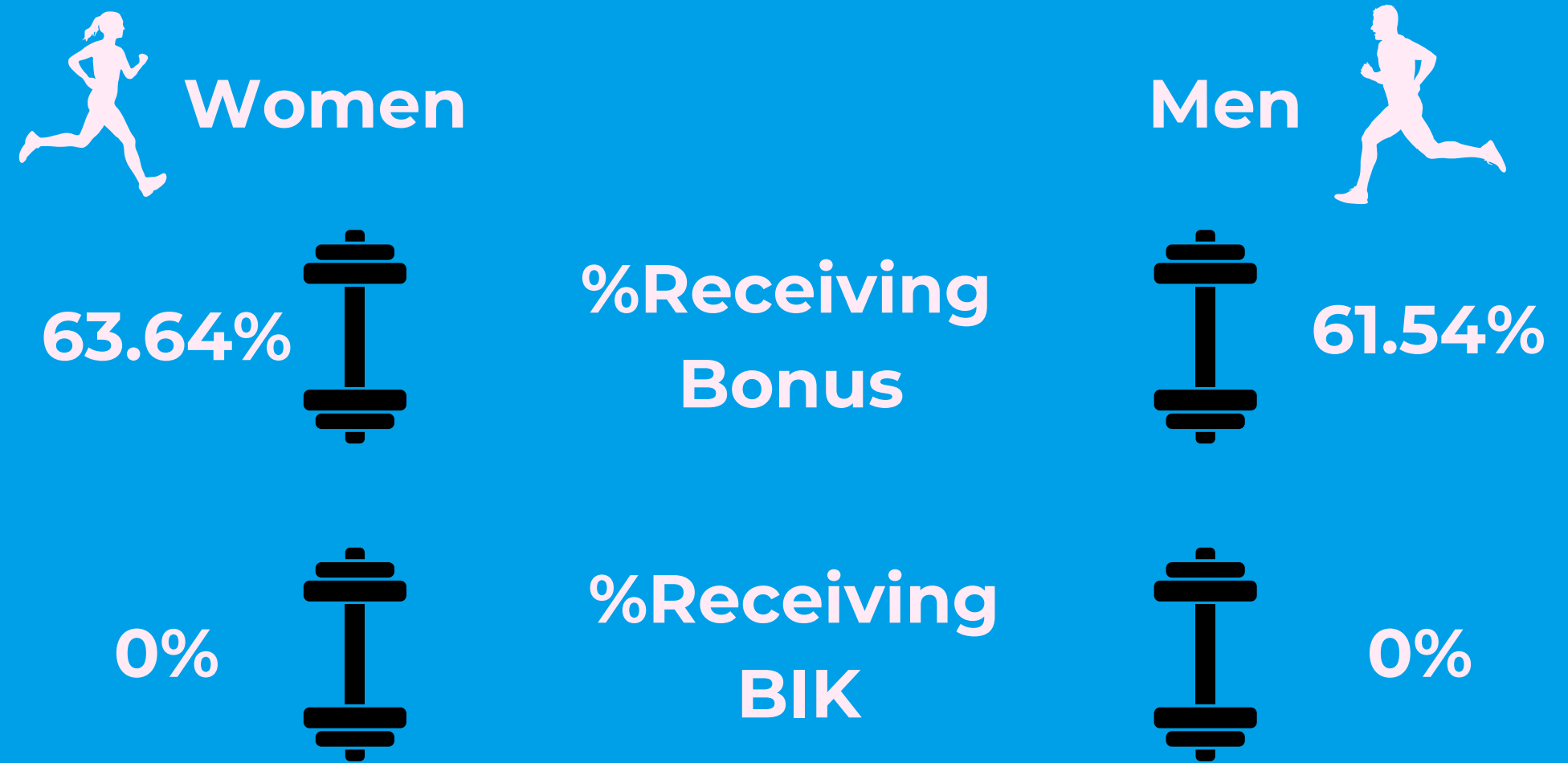
The mean pay gap for part-time contracts is 2.73%, and the median pay gap is 9.54%, which shows that the average hourly rate for men on part-time contracts, and the rate for the middle man, is more than their female equivalent. In relation to temporary contracts, the rate is 0% between men and women.



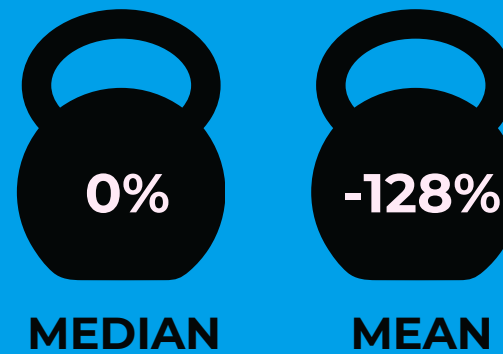
Quartiles



Our 2024 Bonus Results



All Contracts



In terms of bonus payments, 63.64% of women and 61.54% of men received a bonus during the reporting period. Our median bonus gap is 0%, and our mean bonus gap is -128%.

While there's so much to celebrate, we know there's always room to grow. At FLYEfit, we remain dedicated to prioritizing inclusion, actively listening, and learning, so we can continue making progress together.





We confirm that the published gender pay gap information is accurate and meets the requirements of The Employment Equality Act 1998 (Section 20A) (Gender Pay Gap Information) Regulations 2024