



Nirvana Spa's 2017 Gender Pay Gap Report

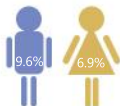
Our gender statistics illustrate that our workforce is predominantly female (72%). The mean hourly rate difference of 16.7% is influenced by the male skilled professionals in the building trade, which we included in this report whilst we continue with the expansion and development of our facilities. The gender pay gap illustrated in this report is primarily as a result of the select number of senior management positions within a reasonably "flat management structure".

Pay & Bonus Gap:

	Difference between men and women	
	Mean	Median
Hourly fixed pay	16.7%	-16.1%
Bonus paid	69.1%	50%

The table above shows our overall mean and median gender pay gap based on hourly rates of pay as at the snapshot date (i.e 5 April 2017). Our total mean pay gap favours men by (16.7%) whilst our median pay gap favours women (16.1%). The reason for this is due to our workforce being predominantly female. It also captures the mean and median difference between bonuses paid to men and women at Nirvana Spa & Leisure in the year up to 5 April 2017. A small number of high bonus payments have had a significant impact on our gender bonus gap.

Proportion of colleagues awarded a bonus:



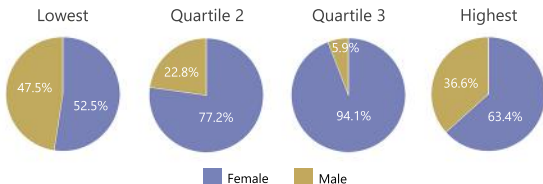
This shows a 2.7% difference between the number of men and women being paid a bonus.



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Pay Quartiles:

Pay quartiles are calculated by listing the pay rates for all employees from lowest to highest. These are then split into four equal - sized groups. The proportion of male and female employees within each group is then calculated.



We are confident that men and women are paid equally for doing equivalent jobs across our business. Our results reflect the profile at our workforce and our upper pay quartiles reflect the number of women in management positions.

I can confirm the data reported is accurate.

Sean Barley
CEO Nirvana Spa & Leisure
March 2018