



## **Pure Gym Limited - Slavery and Human Trafficking Statement**

**31<sup>st</sup> March 2017**

### **Introduction**

We recognise that we have a responsibility to prevent modern slavery and human trafficking from existing in both our business and our supply chain.

Whilst we believe that both our business and the industry sector in which we operate are relatively low risk in this regard, our Slavery and Human Trafficking Statement is a reflection of this responsibility and it sets out our commitment to developing and implementing business practices which ensure that we do not allow modern slavery and human trafficking to take place.

### **Our Business**

Pure Gym was founded in 2008 and, as at our most recent financial year end in December 2016, we employed 682 people at our 172 gyms and our offices in Leeds, London and Southampton. We are the leading operator of gyms in the UK by number of sites and number of members.

### **Our Policies**

All of our gyms are owned and operated by Pure Gym Limited. We have clear employment policies and processes in place, failure to comply with which can result in disciplinary action against our employees. This can include immediate suspension or termination of their employment.

We also have a whistle blowing policy in place, which encourages our employees to report any wrongdoing in our business including those related to modern slavery or human trafficking. If we receive any reports relating to these matters they will be fully investigated and appropriate actions taken.



Our key suppliers include gym fit-out contractors, gym equipment suppliers and providers of services such as cleaning and maintenance. We expect our suppliers to have appropriate anti-slavery and human trafficking policies and processes and have communicated to our key suppliers that we have zero tolerance in regards to these matters. We will be carrying out a risk assessment of our key suppliers and will address any areas of concern with them. We plan to update this risk assessment on an annual basis.

### **Training**

To ensure an understanding of the risks of modern slavery and human trafficking in our supply chains and our business, we plan to provide training to relevant members of our team who are involved in procurement and supplier management processes. All members of our senior management team have been briefed on the subject.

This statement was approved by the Board on 23<sup>rd</sup> March 2017, is made pursuant to section 54(1) of the Modern Slavery Act 2015 and constitutes Pure Gym Limited's slavery and human trafficking statement for the current financial year. This statement will be reviewed on an annual basis.

Humphrey Cobbold, Chief Executive Officer, Pure Gym Limited