



VIRGIN ACTIVE ENVIRONMENTAL, SOCIAL & GOVERNANCE STATEMENT

A PURPOSE-LED COMMITMENT TO SUSTAINABILITY

At Virgin Active, our purpose is to change people's lives for the better through wellness. As part of that promise, we are deeply committed to building a responsible business practice that positively impacts our members, our people, communities, and the planet. Our Environmental, Social, and Governance Statement outlines the principles we hold ourselves to, in order to consciously manage our societal and environmental impacts. This policy applies to all Virgin Active operations, including employees, contractors and suppliers.

ENVIRONMENTAL COMMITMENT

There's no denying the urgency of climate action. We are wholeheartedly dedicated to reducing greenhouse gas emissions through energy-efficient operations and the adoption of renewable energy. Our commitment to environmental sustainability also involves minimising waste generation, promoting recycling, and ensuring responsible disposal practices. We implement water-saving measures to conserve this precious resource and source products and services with minimal environmental impact while promoting sustainable practices. We adhere to environmental regulations and continuously improve our performance while preventing pollution.

SOCIAL RESPONSIBILITY

Wellness is our reason for being. We prioritise social responsibility by fiercely upholding human rights, fair labour practices, and ensuring safe working conditions for every person involved in our operations. Our commitment to diversity, equity, and inclusion fosters a rich and vibrant workplace culture, promoting well-being and community engagement.

We advocate for healthy lifestyles through accessible fitness initiatives and supportive mental and emotional practices, whilst adhering to health and safety regulations to protect those most important to us. Furthermore, we provide thoughtful training, encourage participation in safety initiatives, and invest in employee development through learning and growth programs, cultivating a culture of well-being and self-care.

GOVERNANCE EXCELLENCE

As a business, one of our core values is being straight up. In terms of governance, we believe in ensuring senior management accountability and oversight for our ESG performance. We maintain transparency through annual disclosures of our progress, alongside robust compliance and risk management systems tailored to our operations. Active engagement with stakeholders allows us to gather insights that enhance our ESG efforts.

IMPLEMENTATION AND MONITORING

To implement our ESG policy effectively, we have established ESG Committees in each territory to oversee our commitment, conduct regular risk assessments, and identify opportunities for improvement. We set annual ESG targets and transparently report our progress while providing comprehensive training and awareness programmes on ESG principles for our employees.

REVIEW AND REVISION

We're in the business of betterment. This ESG policy will be reviewed annually to consistently ensure its relevance and alignment with emerging best practices and regulatory requirements, driving continuous improvement in all our endeavours.

**TOGETHER, LET'S BE INSPIRED BY WELLNESS TO CREATE A HEALTHIER
FUTURE FOR OUR PLANET AND ITS PEOPLE.**

A handwritten signature in dark ink, appearing to read "DK" or similar initials.

Dean Kowarski
Group Chief Executive Officer