



GENDER PAY GAP REPORT 2019

Under the requirements set out in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 Go Karting for Fun Limited, trading as TeamSport Indoor Karting, are required to report and publish information on our Gender Pay Gap.

TeamSport employed 805 people, serving over 1 million customers, across 33 tracks as at 5 April 2019. All employees, across our tracks and our sales and head office functions, play a key role in the successful delivery of our customer experience, and ensure that we enjoy a high percentage of repeat customers. As the largest operator in the UK we pride ourselves on driving standards and leading the way in innovation in our sector.

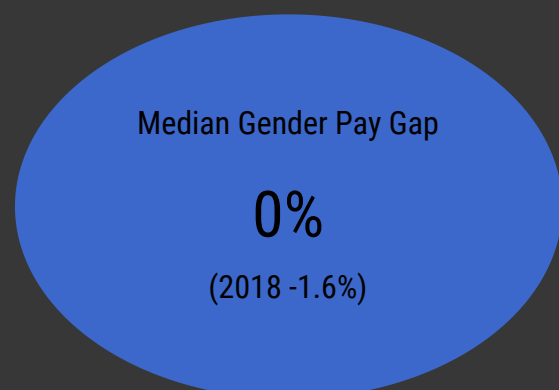
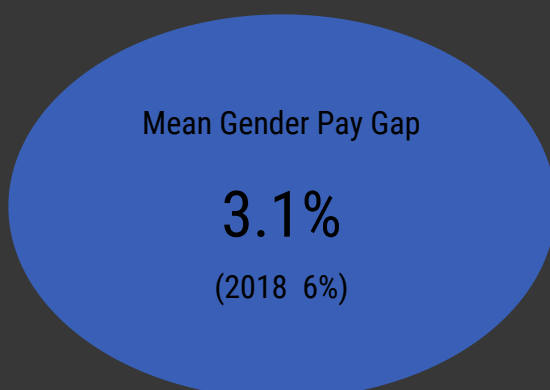
As a leading leisure operator, with tracks across England, Wales and Scotland, our customers bring a diverse range of people into our tracks. To ensure that we deliver the highest level of customer satisfaction to each and every customer, our attitude, and the behaviours of our staff, to diversity and inclusion is vital to meeting the expectations of our customers and protecting the integrity of the TeamSport Brand.

We are committed to providing an inclusive environment for our staff, and removing prejudice in any form. We believe no one should suffer discrimination, whether that be race, colour, ethnicity, religious belief, political affiliation, gender, sexual orientation, age or disability. We have a clear, transparent policy towards pay, with everyone employed by us being paid the equivalent amount for the same, or similar work regardless of any individual characteristic.

Our business is managed by a set of standards and goals which guide the behaviours in our business. This includes a focus a strong focus on training and development, ensuring that all our employees have an opportunity to develop. This also supports our other ambitions of ensuring 80% of all management positions are filled by internal candidates, and that we have high levels of staff retention across all our tracks.

PAY RATE

As at 5th April 2019



The mean Gender Pay Gap was 3.1% a very significant improvement on the previous year. The median Gender Pay Gap is 0%, clear recognition that our equal pay policy is being delivered consistently across our business.

BONUS PAY

As at 5th April 2019



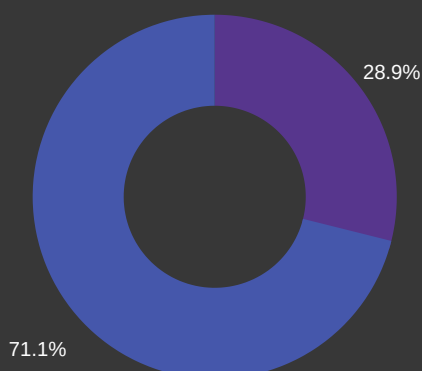
Our bonus schemes and incentives differ by grade and role. The results are shown for the 12 months ended 5th April 2019. The mean bonus pay gap is distorted. There are more senior team members that are male earning bonuses, but this is skewed by the fact that our female workforce is over represented in sales roles. These positions attract commission. In the pay period proceeding 5th April 2019, of those people receiving commission 63% were female.

The number of men receiving a bonus in the year was 36.3%, down from 37.9% the previous year, compared to females at 31%, an increase of 2.1 percentage points.

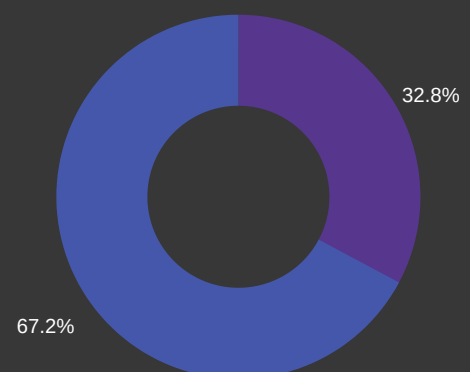
PAY QUARTILES



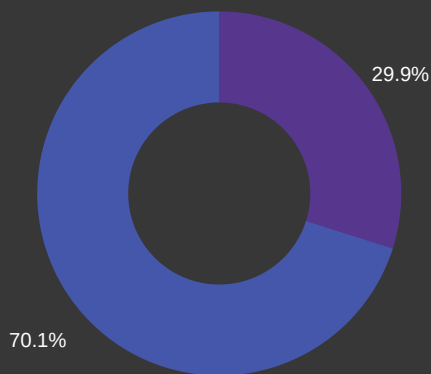
LOWER QUARTILE



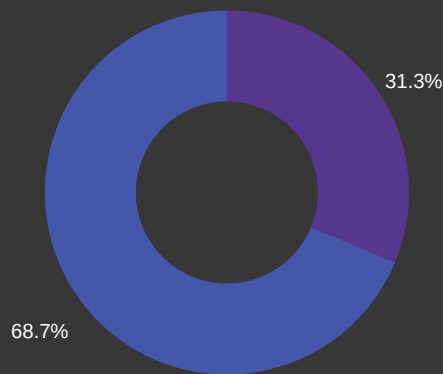
LOWER-MIDDLE QUARTILE



UPPER-MIDDLE QUARTILE



UPPER QUARTILE



We are pleased that there is an even distribution of women throughout our business, and indeed, there is a marginally higher representation of women in the upper quartile than there is in the lower quartile.

Despite having a low Gender Pay Gap last year, this has reduced even further. We are rightly proud that these figures again show that we operate with no gender bias in our business, operating with structured pay bands, which we review annually against the market, and Company performance.

Bonuses are KPI led, based upon our balanced scorecard. Bonuses are only paid when these KPI's are met. KPI's are applied consistently across the various roles that are eligible for bonus.

Our goal remains that we retain and nurture talent within our business and provide opportunities to our best performers and promote from within.

I can confirm that the data published in this report is accurate.

Dominic Gaynor
CEO, Go Karting for Fun Limited t/a TeamSport Indoor Karting