

FAIR COMPENSATION AT GYMSHARK

OUR APPROACH

At Gymshark, fair compensation is a fundamental part of respecting the dignity and wellbeing of the people who contribute to our products. While meeting legal wage requirements is essential, we recognise that this alone does not always ensure workers can meet their basic living needs. Addressing this challenge requires a thoughtful, long-term approach informed by data and collaboration.

Our Fair Compensation Blueprint (2026–2032) sets out how we understand current wage conditions in our supply chain and how we intend to support progressive improvement over time.

A DATA-LED FOUNDATION

Our approach is grounded in wage data collected through the Fair Labor Association (FLA) wage data system and assessed against recognised living-wage benchmarks, including Anker methodology and Global Living Wage Coalition (GLWC) reference values.

Using this data, we established a 2025 Tier 1 wage baseline across priority sourcing countries. The analysis confirms that assessed Tier 1 suppliers meet legal minimum wage requirements when total guaranteed remuneration is considered. At the same time, it highlights ongoing gaps between current wages and living-wage benchmarks, reinforcing the need for sustained, collaborative action.

WHAT THE DATA SHOWS

Wage outcomes vary by country and context, reflecting differences in wage-setting systems, cost-of-living pressures, and broader economic conditions. These findings underline that there is no single, universal solution to fair compensation and that progress must be tailored to local realities.

Legal compliance provides an important foundation, but further progress towards living wages requires long-term engagement, learning, and alignment across multiple stakeholders.

HOW WE WILL MOVE FORWARD

Our Blueprint sets out a phased, seven-year approach focused on:

- Maintaining compliance with legal wage and statutory benefit requirements.
- Strengthening capability by expanding wage-data coverage, improving data quality, and supporting payroll systems.
- Demonstrating progressive improvement through carefully designed pilot initiatives, informed by supplier engagement and emerging dialogue with worker representatives and civil society.

Where approaches are shown to be effective, learnings may be adapted and applied more broadly, taking into account local conditions.

RESPONSIBLE PURCHASING PRACTICES

We recognise that purchasing decisions can influence wage outcomes. Our approach embeds Responsible Purchasing Practices into day-to-day decision-making, including ethical costing practices, realistic lead times, balanced planning, fair financial terms, and responsible exit processes. These practices are supported through cross-functional collaboration and internal accountability.

TRANSPARENCY AND CONTINUOUS LEARNING

Fair compensation is complex and influenced by factors beyond the control of individual factories or brands. For this reason, we focus on learning, dialogue, and continuous improvement. We intend to provide periodic public updates with high-level insights into our fair compensation approach, priority focus areas, and purchasing-practice developments, while continuing to review and refine our actions over time.

LOOKING AHEAD

This Blueprint reflects our commitment to act responsibly, learn from data and experience, and contribute to improved wage outcomes across our supply chain. Progress will be reviewed regularly and informed by evidence, supplier feedback, and stakeholder engagement.

