







Stakeholders	Relationships	Interactions
<b>Employees</b> 	<p>We employ more than 6,000 employees in five countries with different nationalities, personal backgrounds, genders, sexual orientations or religions. Our number one priority is to offer a safe and healthy working environment to our employees. We also provide them with the support they need to optimise their journey with us.</p>	<p>Employee surveys, intranet, calls, emails, regular meetings, team building, Orange Family onboarding.</p>
<b>Members</b> 	<p>More than 2.2 million members exercise either in our gyms or at home and/or outside through our Basic-Fit app. We aim to keep our members engaged and help them to stay active and pursue a fit and happy life. Members' feedback and needs are taken into account and addressed by our Operations team. Members' questions are handled by our fully dedicated Customer Care department.</p>	<p>Consumer website, meetings, regular surveys, emails, focus groups, social media, online chats, webform.</p>
<b>Suppliers</b> 	<p>We have outsourced many aspects of our operations and therefore work in close cooperation with our suppliers. We view our primary suppliers as an integral part of our operations and the execution of our sustainability strategy. Our main suppliers are the ones providing us with fitness equipment, digital solutions, maintenance, cleaning as well as builders.</p>	<p>Meetings and supplier code of conduct to foster responsible behaviour.</p>
<b>Financial community</b> 	<p>We actively communicate with financial analysts, investors and other financial parties. We are transparent about our purpose, strategy, goals, financials and operations. We communicate in a structured way, ensuring that all parties have equal and timely access to all relevant and price-sensitive information about the company.</p>	<p>One-on-one and group meetings, Capital Markets Day, press releases, corporate website.</p>
<b>Public sector</b> 	<p>As a leader in our market, we interact with a wide range of European, national and local government bodies. We are also actively engaged in discussions with the national fitness federations in the countries where we operate. We are members of Europe active, NL Actief, France Active, Union Sport &amp; Cycle, and Fitness.be. We believe that the fitness industry has an important role to play in achieving several of the UN's Sustainable Development Goals.</p>	<p>Partnerships and involvement with fitness federations, discussions with government bodies ranging from the European Union to local councils.</p>
<b>Local communities</b> 	<p>We encourage our local communities to develop good habits and lead an active life.</p>	<p>Collaboration with national and local organisations to support sports, education and job programmes.</p>