

Equality Support

We've committed to creating a more inclusive environment at 24 Hour Fitness, recognizing that we have work to do to become stronger allies in support of those who are impacted by systemic oppression and inequality.

To create a healthy, happy world within our clubs and other spaces, we support our team members bringing their full selves to work every day, including their freedom of expression.

Outside of required branded apparel provided by the Company, team members may also wear apparel otherwise permitted by our dress code (e.g. outer wear, masks, etc.) that show their solidarity and support, that embody our collective humanity, and support our collective goal of equality for all.

Currently approved movements and/or social causes, along with approved expressions are:

- "Black Lives Matter"/ "BLM" (words)
 - "Pride" and or pride rainbow logo
 - Juneteenth logo symbol, or date – on Juneteenth (June 19th)
 - Flag or United States logo - on holidays such as Memorial Day, Flag Day, July 4th, Veteran's Day, Patriots Day, etc.
- If other occasions come up where team members would like the opportunity for personal expression, please consult with your GM and/or line manager.

Within this context, we trust and look to our team members to ensure your choices align with our values and uphold our commitment to serving ALL communities. Where you have questions or thoughts, we encourage you to engage with your line manager and if needed, to escalate topics for further consideration to your line manager or HR partner.

Reasonable Accommodation

24 Hour Fitness will make every effort, as required by law, to reasonably accommodate team members with a disability or with religious beliefs that may make it difficult for that team member to comply fully with the dress code policy. Team members should contact your manager or HR Partner to request a reasonable accommodation, as needed.

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Dress Code Policy | All Team Members

Protected Hairstyles

To create a healthy, happy world within our clubs and other spaces, we want our team members to bring their full selves to work every day, including their freedom of expression. 24 Hour Fitness is committed to creating an inclusive environment and prohibits discrimination based on traits historically associated with race or religion, including, but not limited to, hair texture and protective hairstyles. Protective hairstyles include (but are not limited to) braids, locks, twists, tight coils or curls, cornrows, Bantu knots, Afros, turbans, hijabs, and head wraps.

Examples of Prohibited Items Include

Any apparel or accessory that may detract from a team members' or members' safe, positive club experience or cause a disruption to the business, for example clothing with offensive messages or inappropriate designs, such as:

- **Offensive Attire:** Any clothing, jewelry or accessories that contain an offensive word, message or slogan or picture directed at race, sexual orientation, gender, age, religion, disability, or is otherwise considered to be offensive or harassing in some way, is not permitted.
- **Political Logos:** Any political slogans, logos, or affiliation are prohibited.
- **Old USOPC Logos:** Do NOT wear any United States Olympic & Paralympic Committee (USOPC) logos on any apparel while working or in the club.
- **Unapproved Logo Printing:** Adding the 24 Hour Fitness logo to an apparel item (jacket, shirt, polo, etc.) without permission is not permitted. In the uncommon scenario where this is necessary for an individual team members' needs, approval must be provided by club operations (clubops@24hourfit.com), prior to having the logo printed on an item. Doing so ensures that we protect the trademark logo to meet our brand guidelines, and that team members are able to wear the item to work.

Generally, if a team member has any doubt about something, the team member should either: 1) not wear the clothing; or 2) speak to a manager before wearing it. Any team member who ignores this policy may be subject to disciplinary action.

Questions/Concerns

If you have any questions about the dress code, you should speak with your manager.