

Gender Pay Gap Report.

The percentage difference between male and female hourly pay:

Female employees mean hourly pay was 13.1% lower than males.

Female employees' median hourly pay was 2.2% lower than males.

Bonus Gap.

Percentage of male staff receiving a bonus: 99.3%.

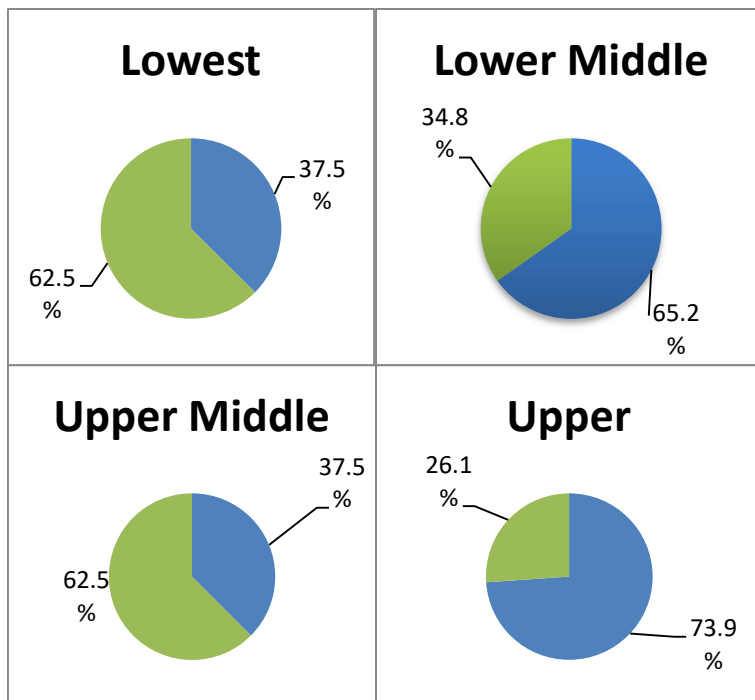
Percentage of female staff receiving a bonus: 99.4%.

Difference between male and female bonus pay.

Female employees mean bonus pay was 13.9% lower than males.

Female employees' median bonus pay was 25.5% lower than females.

Pay Quartiles.



MALE

FEMALE

Robinwood's commitment to Equal Opportunities.

At Robinwood, we believe that opportunities should be equal for all staff, regardless of gender. We are committed to reducing these gaps and continually look review our recruitment and development processes to ensure they are fair.

I confirm that the data above is accurate.

Martin Vasey

Managing Director

Robinwood Activity Centre Limited.