

Gender Pay Gap Report.

The percentage difference between male and female hourly pay:

Male employees mean hourly pay was 9% higher than females.

Male employees' median hourly pay was 2.9% higher than females.

Bonus Gap.

Percentage of male staff receiving a bonus: 96.9%.

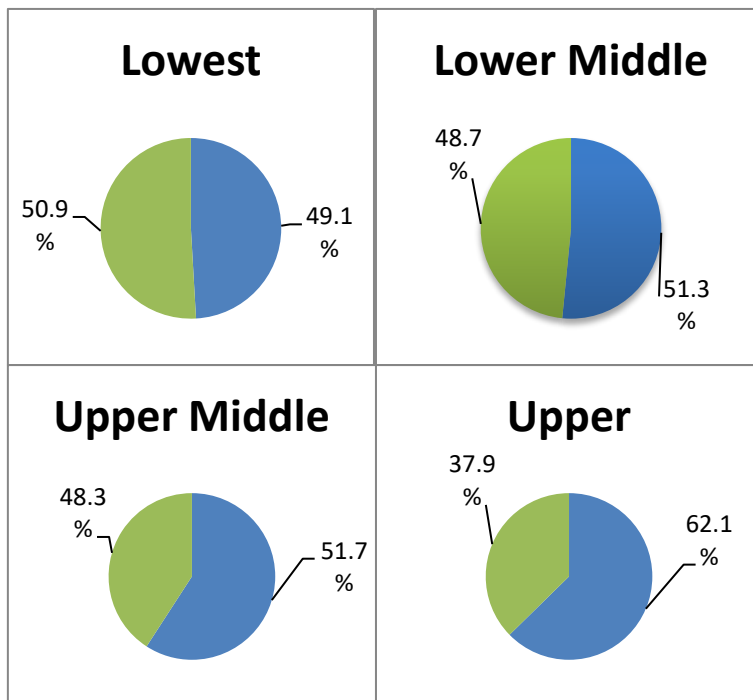
Percentage of female staff receiving a bonus: 94.4%.

Difference between male and female bonus pay.

Male employees mean bonus pay was 15.1% higher than females.

Male employees' median bonus pay was 10.9% higher 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.