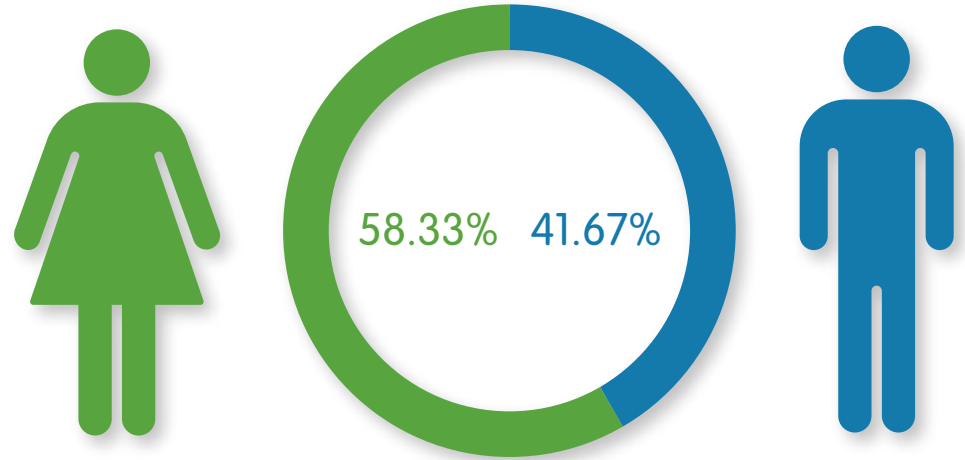


GENDER PAY GAP REPORT

2025-26

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 to review our recruitment and development processes to ensure they are fair.

Work Force



Gender Pay Gap Report



Female employees mean hourly pay was 7.9% lower than males.

Female employees median hourly pay was 6.7% lower than males.



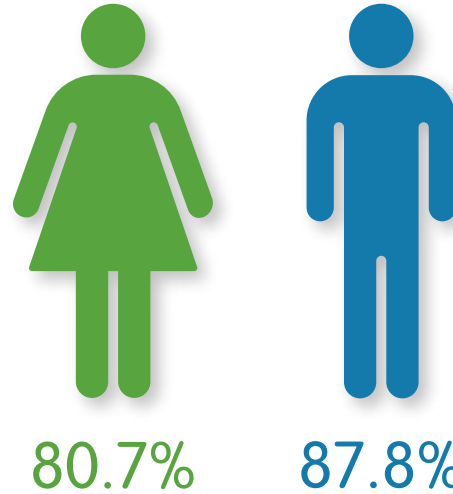
GENDER PAY GAP REPORT

2025-26

This report is accurate, based on data as of 5th April 2025.

Anna King
Head of Robinwood
Robinwood Activity Centres Ltd.

Bonus Gap

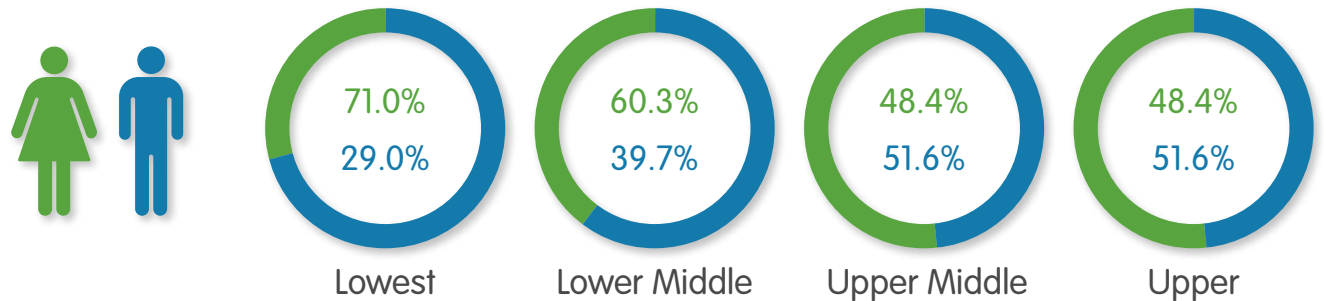


Percentage of employees receiving bonus pay.

Female employees mean bonus pay was 28.7% lower than males.

Female employees median bonus pay was 46.1% lower than males.

Pay Quartiles



Women occupy 48.4% of the highest paid jobs and 71.0% of the lowest.