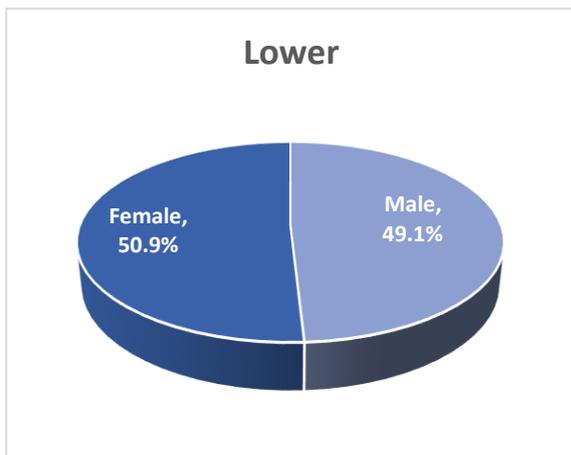
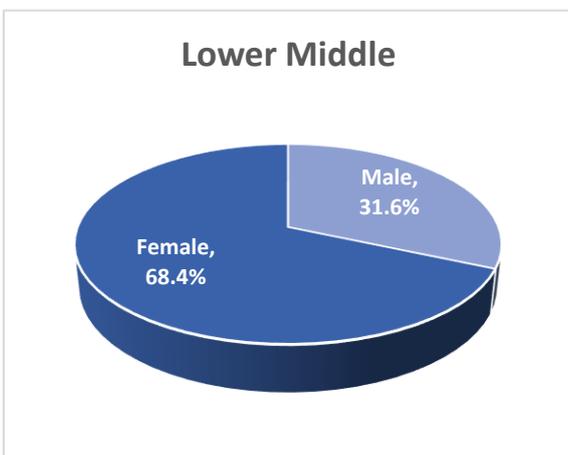
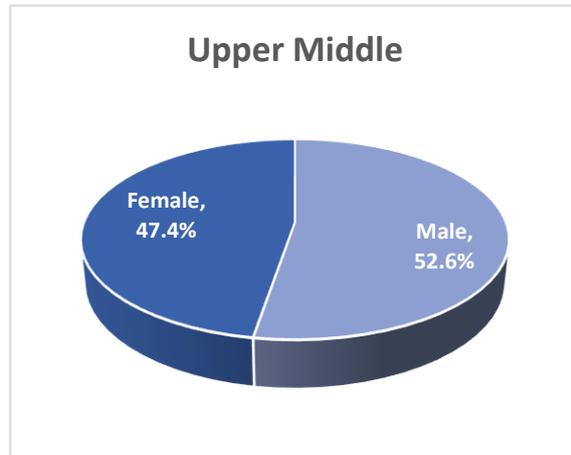
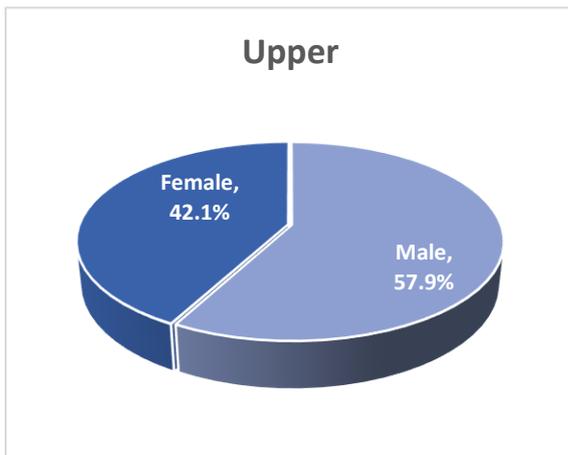


Gender Pay Gap

The UK Government requires companies with over 250 employees to annually disclose their gender pay gap. Here we provide the statutory information from the snapshot date in April 2024 and the context of our results.

Mean Gender Pay Gap	12.52%
Median Gender Pay Gap	3.01%
Mean Bonus Gender Pay Gap	-75.28%
Median Bonus Gender Pay Gap	-54.84%
Proportion of Males Receiving a Bonus Payment	11.76%
Proportion of Females Receiving a Bonus Payment	25.19%

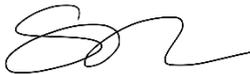
Proportion of Males and Females in each Quartile Band



The mean gender pay gap for Rockliffe Hall Ltd has been calculated at 12.52%. The median average, which is less affected by extreme values presents a much lower gap of 3.01%.

In contrast to the hourly rate, the mean bonus gender pay gap is -75.20% and the median bonus gender pay gap is -54.84%. 25.19% of females have received a bonus, compared to only 11.76% of males. These figures demonstrate that more women receive a bonus than men and those bonuses are higher than those received by men. This is due to Spa Therapists, who receive commission as part of their role, predominately being female.

I can confirm that the data reported above is accurate.

A handwritten signature in black ink, appearing to read 'SR', with a stylized flourish at the end.

Shauna Robb
General Manager