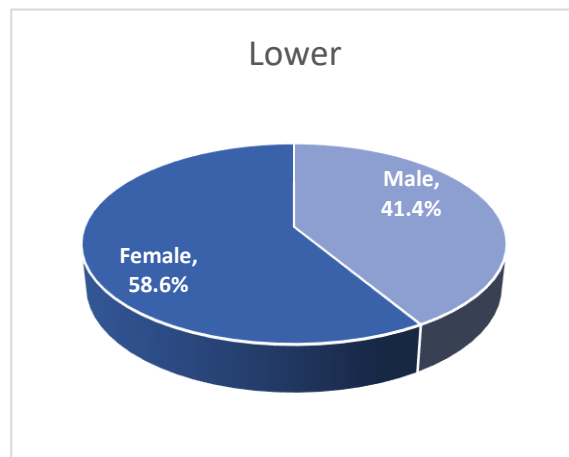
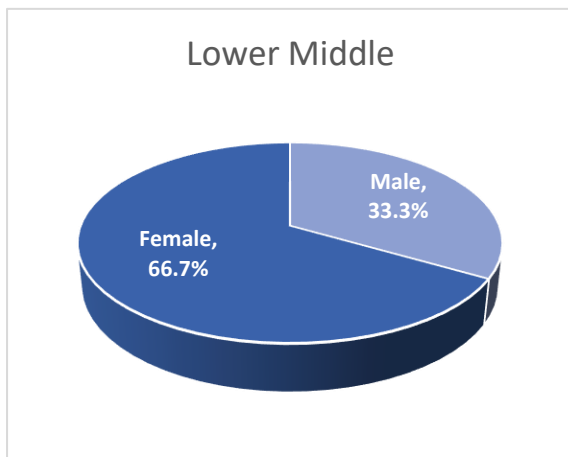
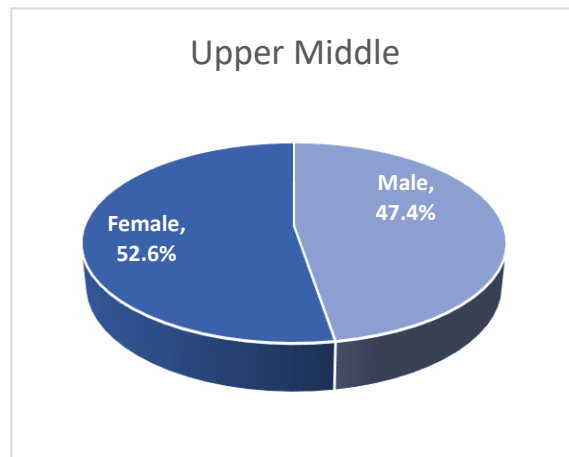
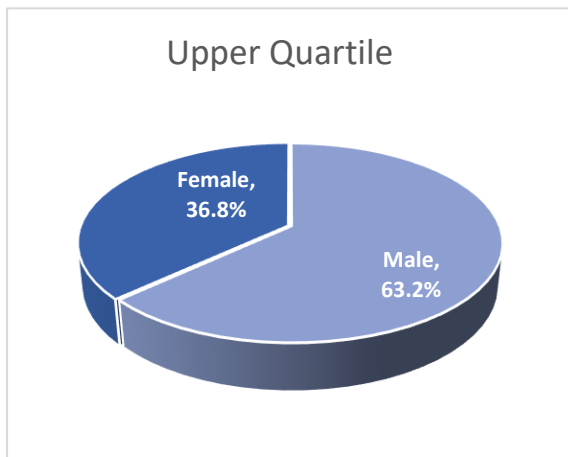


Gender Pay Gap

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 2025 and the context of our results.

Mean Gender Pay Gap	14.05%
Median Gender Pay Gap	4.02%
Mean Bonus Gender Pay Gap	18.43%
Median Bonus Gender Pay Gap	18.94%
Proportion of Males Receiving a Bonus Payment	9.68%
Proportion of Females Receiving a Bonus Payment	14.39%

Proportion of Males and Females in each Quartile Band



The mean gender pay gap for Rockliffe Hall Ltd has been calculated at 14.05%. The median average, which is less affected by extreme values presents a much lower gap of 4.02%.

The mean bonus gender pay gap is 18.43% and the median bonus gender pay gap is 18.94%. 14.39% of females have received a bonus, compared to only 9.68% of males. Although more females receive a bonus, the average bonus they receive is less than males.

We remain fully committed to closing the gender pay gap and will continue to implement targeted actions to drive meaningful and sustained progress in the years ahead.

I can confirm that the data reported above is accurate.

A handwritten signature in blue ink, appearing to read 'L. Hunter', with a long horizontal flourish extending to the right.

Lewis Hunter
General Manager