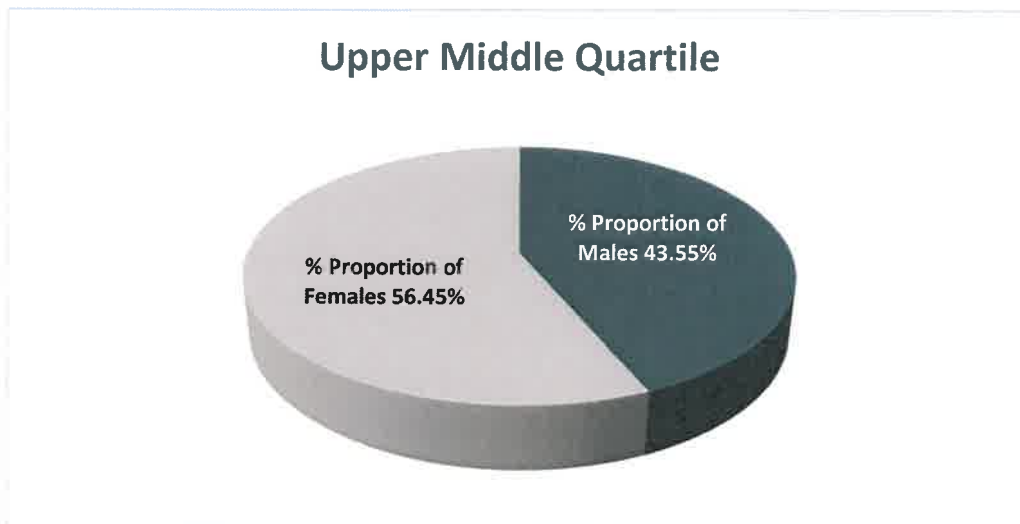
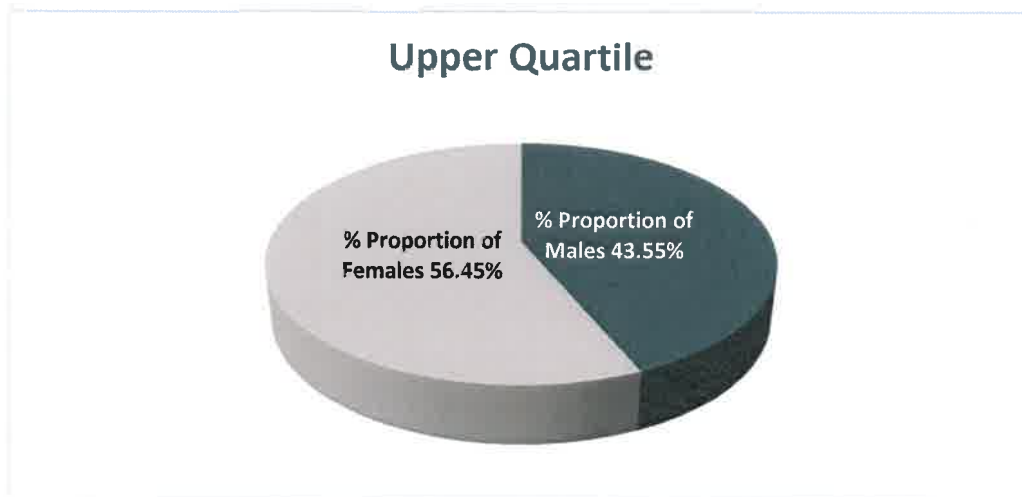


Gender Pay Gap

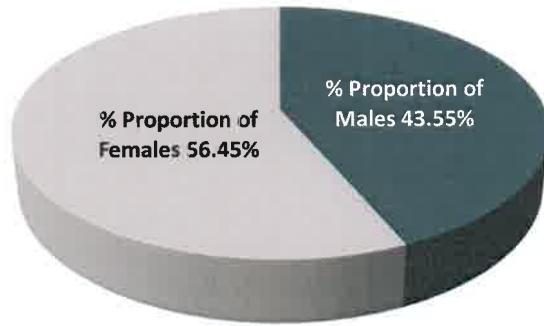
The UK Government has introduced reporting regulations under the Equality Act 2010 requiring companies with over 250 employees to annually disclose their gender pay gap. Here we provide the statutory information from the snapshot date in April 2023 and the context of our results.

Mean Gender Pay Gap	9.71%
Median Gender Pay Gap	1.53%
Mean Bonus Gender Pay Gap	79.20%
Median Bonus Gender Pay Gap	85.19%
Proportion of Males Receiving a Bonus Payment	11.40%
Proportion of Females Receiving a Bonus Payment	25.83%

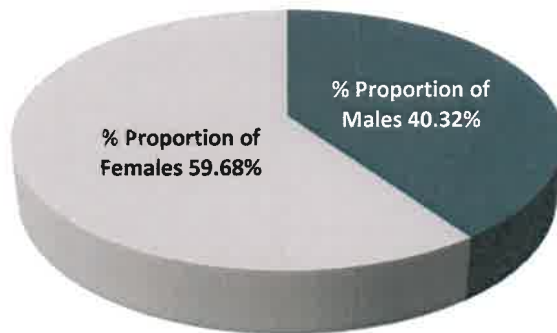
Proportion of Males and Females in each Quartile Band



Lower Middle Quartile



Lower Quartile



The mean gender pay gap for Rockliffe Hall Ltd has been calculated at 9.71%, which is due to the Female mean calculating less than the male. This is also reflected in the median calculation of 1.53%. The mean gender pay gap has decreased this year by 2.58% (2022) and the median gender pay gap has also decreased by 1.4% (2022).

The mean bonus gender pay gap has been calculated at 79.20% and the median bonus gender pay gap is calculated at 85.19%, which is due to more senior management being male in the upper quartile. However, the proportion of females receiving a bonus / commission was calculated at 25.83 %, which is higher than the proportion of males receiving a bonus / commission payment, calculated at 11.40%. 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.

Shauna Robb
General Manager