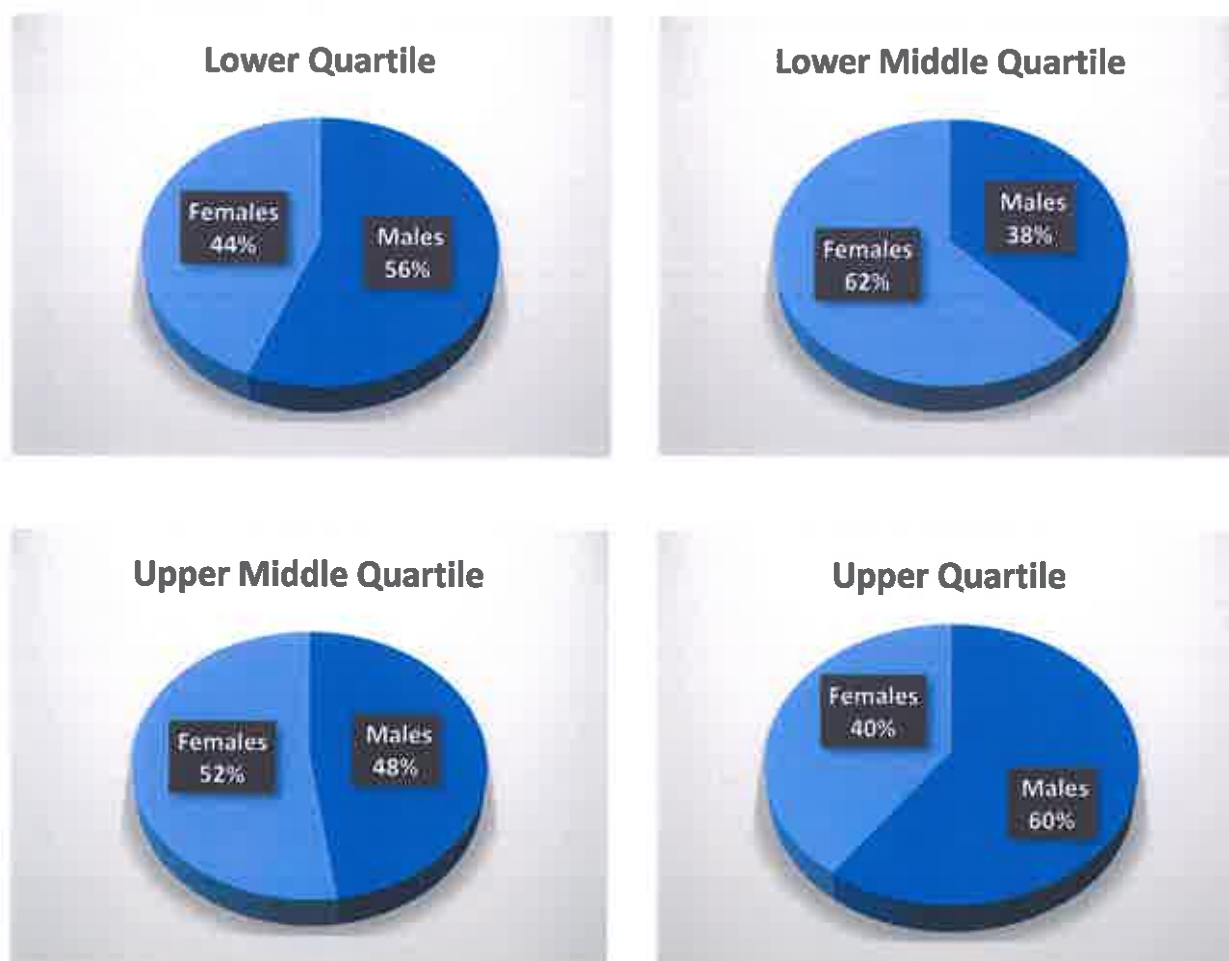


Gender Pay Gap

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 2018 and the context of our results.

Gender Pay Gap	Rockliffe Hall Ltd
Mean Gender Pay Gap	15.35%
Median Gender Pay Gap	2.44%
Mean Bonus Gender Pay Gap	83.59%
Median Bonus Gender Pay Gap	43.67%
Proportion of Males Receiving a Bonus Payment	6.29%
Proportion of Females Receiving a Bonus Payment	11.54%

Proportion of Males and Females in each Quartile Band

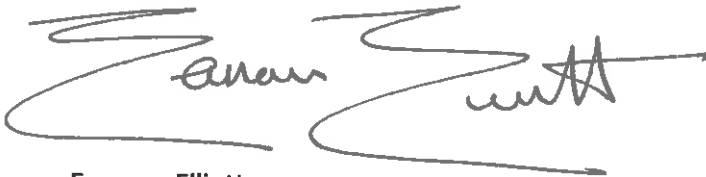


The mean gender pay gap for Rockliffe Hall Ltd has been calculated at 15.35%, which is mainly a result of those most senior in the organisation being male. The median average, which is less affected by extreme values presents a much lower pay gap of 2.44%.

The mean bonus gender pay gap has been calculated at 83.59%. This gap is a result of a commission on tuition fees earned by Golf Professionals (all male), compared to commission on the sale of retail products earned by Spa Therapists (all female). Although the gender bonus gap is high, the proportion of females receiving a bonus is higher than males.

The quartile analysis shows that the proportion of males is higher than females in the upper and the lower quartile.

I can confirm that the data reported above is accurate.

A handwritten signature in black ink, appearing to read 'Eamonn Elliott', with a stylized flourish extending to the right.

Eamonn Elliott
Chief Executive