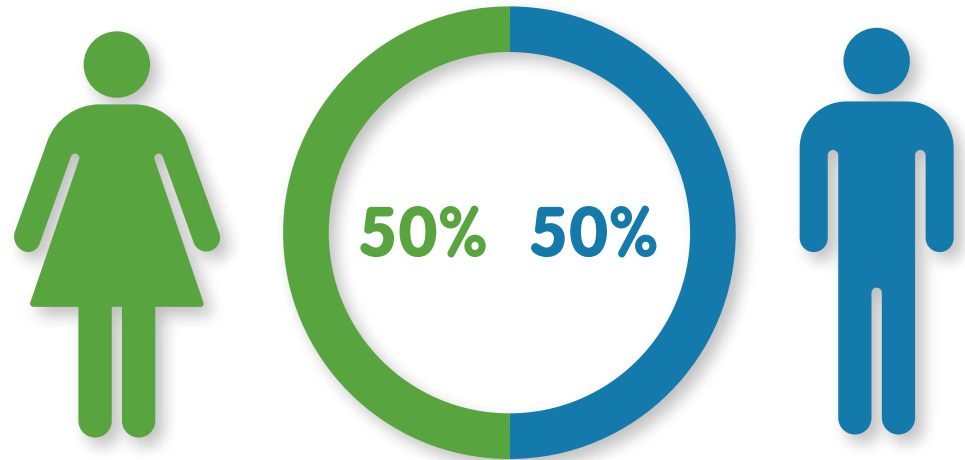


GENDER PAY GAP REPORT 2023

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 **7.1%** lower than males.

Female employees **median** hourly pay was **1.6%** lower than males.

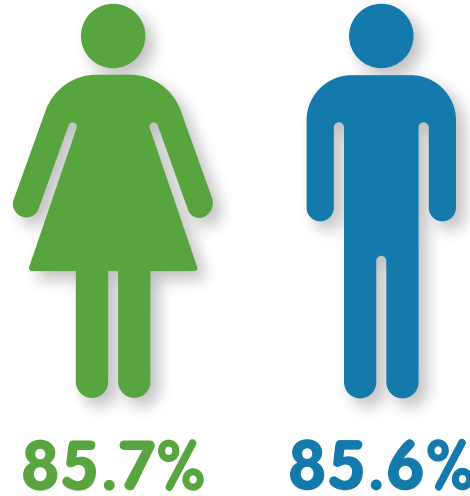


GENDER PAY GAP REPORT 2023

This report is accurate, based on data as of 5th April 2023.

Anna King
Head of People Development
Robinwood Activity Centres Ltd.

Bonus Gap

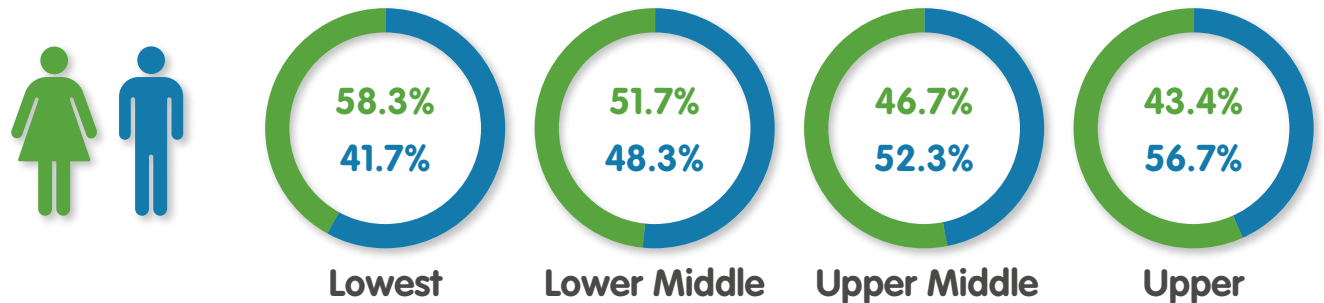


Percentage of employees receiving bonus pay.

Female employees **mean** bonus pay was **20.5%** lower than males.

Female employees **median** bonus pay was **32.2%** lower than males.

Pay Quartiles



Women occupy **43.3%** of the highest paid jobs and **58.3%** of the lowest.