

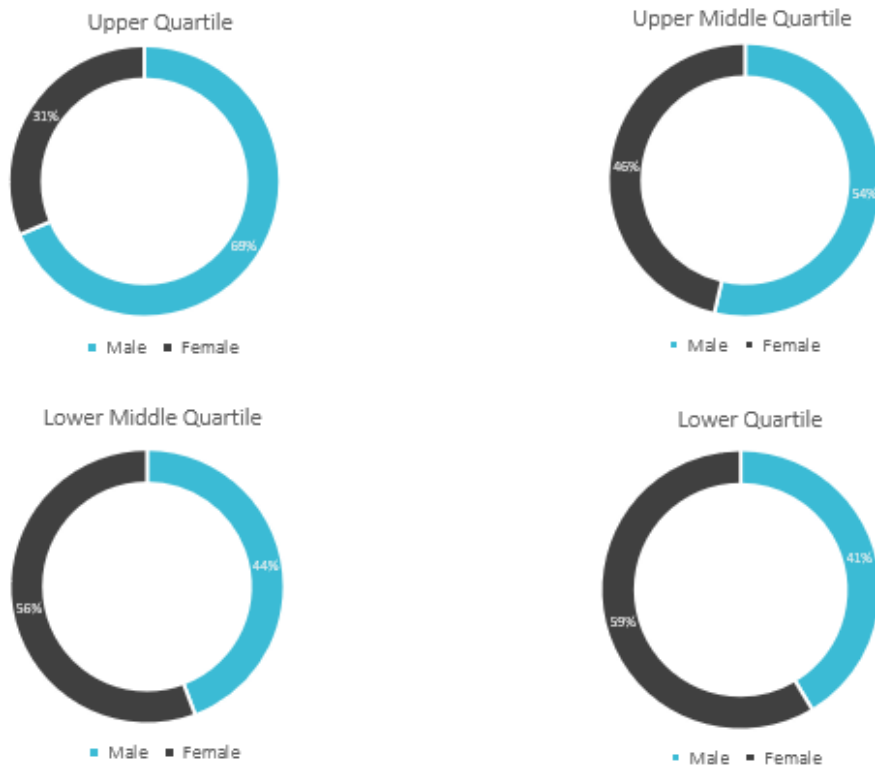
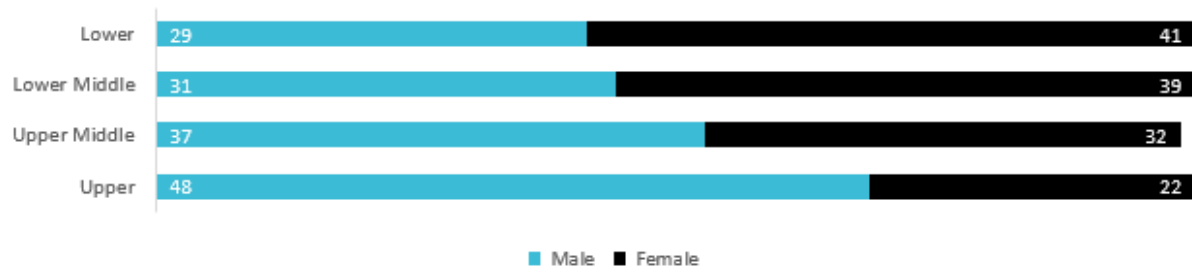
ROCKFISH

tomorrow's fish are still in the sea

GENDER PAY GAP REPORT 2022

Rockfish firmly believes in selecting the best person available for each role. Across the business, 51% of employees are male with 49% being female. Looking at the data for full pay relevant employees, we have a larger proportion of females than males in the three lowest pay quartiles with a higher proportion of males than females in the highest pay quartile.

Number of Males and Females in each pay quartile



Median Gender Pay Gap
1.2%

Mean Gender Pay Gap
17.2%

We have a Median Gender Pay Gap of 1.2%, which is a reduction on previous years (2.0% 2021, 40.6% 2020, 6.0% 2019). We also have a Mean Gender Pay Gap of 17.2% which is a reduction on last year (22.1%). This gap is due to a greater proportion of our highest earners being male. Our Median Gap is well below the Hospitality Industry as a whole which has a median gap of 7% and as cited by the below PWC article:

<https://www.pwc.co.uk/services/human-resource-services/gender-pay/spotlight-on-hospitality-travel-and-leisure.html>

Our Mean Gap of 17.2% is slightly higher than the industry average cited in the same article of 15%.

Proportion of Males receiving a bonus
11.3%

Proportion of Females receiving a bonus
5.9%

Median Bonus Gender Pay Gap
0.0%

Mean Bonus Gender Pay Gap
47.9%

In the year 11.3% of males received a bonus compared to 5.9% of females. The median value of payments was equal for male and female recipients.

The Future

Our job assessment process is robust and thorough. We have a framework of pay and opportunities and within these there are a number of pay ranges. Gender has no bearing on what employees are paid for the role they perform.

We value the differences that a diverse workforce brings. We have a culture that promotes the values of care, connection and community and we take regular feedback from all of our teams so that we can listen and improve continually. We strive to create a workplace that is friendly and fulfilling.

We will continue to employ staff on an equitable basis and focus on the attributes of the individual. By doing this we are confident that we will continue to employ a fair mix of staff at all levels across the business.

I confirm that the information used to prepare and contained within this report is an accurate representation of our Gender Pay Analysis for the period ending 5th April 2022.

Nick Sandhu
Finance Director