



## 2017 GENDER PAY GAP

### GRAY & ADAMS LIMITED\*

#### WOMENS HOURLY RATE IS

<b>-14.6%</b>	<b>7.5%</b>
LOWER (Mean)	HIGHER (Median)

#### WOMENS BONUS PAY IS

<b>-54.6%</b>	<b>0.0%</b>
LOWER (Mean)	SAME (Median)

#### WHO RECEIVED A BONUS

<b>94.1%</b>	<b>61.8%</b>
OF MEN	OF WOMEN

#### PAY QUANTILES

Top Quartile	
<b>90.4%</b>	<b>9.6%</b>
MEN	WOMEN
Upper Middle Quartile	
<b>93.9%</b>	<b>6.1%</b>
MEN	WOMEN
Lower Middle Quartile	
<b>98.2%</b>	<b>1.8%</b>
MEN	WOMEN
Lower Quartile	
<b>87.7%</b>	<b>12.3%</b>
MEN	WOMEN

\* Fraserburgh facility only

### GRAY & ADAMS HOLDINGS LIMITED\*

#### WOMENS HOURLY RATE IS

<b>-11.2%</b>	<b>3.6%</b>
LOWER (Mean)	HIGHER (Median)

#### WOMENS BONUS PAY IS

<b>-40.6%</b>	<b>0.0%</b>
LOWER (Mean)	SAME (Median)

#### WHO RECEIVED A BONUS

<b>95.2%</b>	<b>75.9%</b>
OF MEN	OF WOMEN

#### PAY QUANTILES

Top Quartile	
<b>89.8%</b>	<b>10.2%</b>
MEN	WOMEN
Upper Middle Quartile	
<b>93.2%</b>	<b>6.8%</b>
MEN	WOMEN
Lower Middle Quartile	
<b>98.3%</b>	<b>1.7%</b>
MEN	WOMEN
Lower Quartile	
<b>88.1%</b>	<b>11.9%</b>
MEN	WOMEN

\* Includes Fraserburgh, Dunfermline, Doncaster, Ireland and Bedford group companies