



2019 GENDER PAY GAP

GRAY & ADAMS LIMITED*

WOMENS HOURLY RATE IS	
-17.6% <i>LOWER</i> <i>(Mean)</i>	-8.1% <i>LOWER</i> <i>(Median)</i>
WOMENS BONUS PAY IS	
-64.3% <i>LOWER</i> <i>(Mean)</i>	0.0% <i>SAME</i> <i>(Median)</i>
WHO RECEIVED A BONUS	
85.2% <i>OF MEN</i>	73.8% <i>OF WOMEN</i>
PAY QUARTILES	
Top Quartile	
88.1% <i>MEN</i>	11.9% <i>WOMEN</i>
Upper Middle Quartile	
96.6% <i>MEN</i>	3.4% <i>WOMEN</i>
Lower Middle Quartile	
100.0% <i>MEN</i>	0.0% <i>WOMEN</i>
Lower Quartile	
79.8% <i>MEN</i>	20.2% <i>WOMEN</i>

* Fraserburgh facility only

GRAY & ADAMS HOLDINGS LIMITED*

WOMENS HOURLY RATE IS	
-14.9% <i>LOWER</i> <i>(Mean)</i>	-12.0% <i>LOWER</i> <i>(Median)</i>
WOMENS BONUS PAY IS	
-51.0% <i>LOWER</i> <i>(Mean)</i>	20.0% <i>HIGHER</i> <i>(Median)</i>
WHO RECEIVED A BONUS	
88.0% <i>OF MEN</i>	77.6% <i>OF WOMEN</i>
PAY QUARTILES	
Top Quartile	
88.1% <i>MEN</i>	11.9% <i>WOMEN</i>
Upper Middle Quartile	
96.2% <i>MEN</i>	3.8% <i>WOMEN</i>
Lower Middle Quartile	
97.8% <i>MEN</i>	2.2% <i>WOMEN</i>
Lower Quartile	
81.6% <i>MEN</i>	18.4% <i>WOMEN</i>

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