



2020 GENDER PAY GAP

GRAY & ADAMS LIMITED*

WOMENS HOURLY RATE IS

-21.1%	-11.5%
<i>LOWER</i>	<i>LOWER</i>
<i>(Mean)</i>	<i>(Median)</i>

WOMENS BONUS PAY IS

-61.5%	0.0%
<i>LOWER</i>	<i>SAME</i>
<i>(Mean)</i>	<i>(Median)</i>

WHO RECEIVED A BONUS

89.5%	65.1%
<i>OF MEN</i>	<i>OF WOMEN</i>

PAY QUARTILES

Top Quartile

89.8%	10.2%
<i>MEN</i>	<i>WOMEN</i>

Upper Middle Quartile

95.8%	4.2%
<i>MEN</i>	<i>WOMEN</i>

Lower Middle Quartile

98.3%	1.7%
<i>MEN</i>	<i>WOMEN</i>

Lower Quartile

79.8%	20.2%
<i>MEN</i>	<i>WOMEN</i>

* Fraserburgh facility only

GRAY & ADAMS HOLDINGS LIMITED*

WOMENS HOURLY RATE IS

-16.3%	-11.2%
<i>LOWER</i>	<i>LOWER</i>
<i>(Mean)</i>	<i>(Median)</i>

WOMENS BONUS PAY IS

-44.7%	0.0%
<i>LOWER</i>	<i>HIGHER</i>
<i>(Mean)</i>	<i>(Median)</i>

WHO RECEIVED A BONUS

90.1%	73.4%
<i>OF MEN</i>	<i>OF WOMEN</i>

PAY QUARTILES

Top Quartile

89.7%	10.3%
<i>MEN</i>	<i>WOMEN</i>

Upper Middle Quartile

96.2%	3.8%
<i>MEN</i>	<i>WOMEN</i>

Lower Middle Quartile

96.8%	3.2%
<i>MEN</i>	<i>WOMEN</i>

Lower Quartile

82.7%	17.3%
<i>MEN</i>	<i>WOMEN</i>

* Includes Fraserburgh, Dunfermline, Doncaster and Ireland group companies