



2022 GENDER PAY GAP

GRAY & ADAMS LIMITED*

WOMENS HOURLY RATE IS

-6.9%	-12.2%
<i>LOWER</i>	<i>LOWER</i>
<i>(Mean)</i>	<i>(Median)</i>

WOMENS BONUS PAY IS

-57.1%	0.0%
<i>LOWER</i>	<i>HIGHER</i>
<i>(Mean)</i>	<i>(Median)</i>

WHO RECEIVED A BONUS

83.8%	92.7%
<i>OF MEN</i>	<i>OF WOMEN</i>

PAY QUARTILES

Top Quartile	
91.5%	8.5%
<i>MEN</i>	<i>WOMEN</i>
Upper Middle Quartile	
96.2%	3.8%
<i>MEN</i>	<i>WOMEN</i>
Lower Middle Quartile	
95.4%	4.6%
<i>MEN</i>	<i>WOMEN</i>
Lower Quartile	
85.5%	14.5%
<i>MEN</i>	<i>WOMEN</i>

* Fraserburgh facility only

GRAY & ADAMS HOLDINGS LIMITED*

WOMENS HOURLY RATE IS

-8.7%	-11.4%
<i>LOWER</i>	<i>LOWER</i>
<i>(Mean)</i>	<i>(Median)</i>

WOMENS BONUS PAY IS

-52.3%	0.0%
<i>LOWER</i>	<i>(Median)</i>
<i>(Mean)</i>	

WHO RECEIVED A BONUS

87.0%	95.0%
<i>OF MEN</i>	<i>OF WOMEN</i>

PAY QUARTILES

Top Quartile	
91.9%	8.1%
<i>MEN</i>	<i>WOMEN</i>
Upper Middle Quartile	
95.7%	4.3%
<i>MEN</i>	<i>WOMEN</i>
Lower Middle Quartile	
95.7%	4.3%
<i>MEN</i>	<i>WOMEN</i>
Lower Quartile	
84.3%	15.7%
<i>MEN</i>	<i>WOMEN</i>

* Includes Fraserburgh, Dunfermline, Doncaster and Ireland group companies