



## 2023 GENDER PAY GAP

### GRAY & ADAMS LIMITED\*

WOMENS HOURLY RATE IS	
<b>-11.2%</b> <i>LOWER</i> <i>(Mean)</i>	<b>-1.5%</b> <i>LOWER</i> <i>(Median)</i>
WOMENS BONUS PAY IS	
<b>-55.2%</b> <i>LOWER</i> <i>(Mean)</i>	<b>0.0%</b> <i>SAME</i> <i>(Median)</i>
WHO RECEIVED A BONUS	
<b>90.4%</b> <i>OF MEN</i>	<b>93.0%</b> <i>OF WOMEN</i>
PAY QUANTILES	
Top Quartile	
<b>91.3%</b> <i>MEN</i>	<b>8.7%</b> <i>WOMEN</i>
Upper Middle Quartile	
<b>96.8%</b> <i>MEN</i>	<b>3.2%</b> <i>WOMEN</i>
Lower Middle Quartile	
<b>96.0%</b> <i>MEN</i>	<b>4.0%</b> <i>WOMEN</i>
Lower Quartile	
<b>81.6%</b> <i>MEN</i>	<b>18.4%</b> <i>WOMEN</i>

\* Fraserburgh facility only

### GRAY & ADAMS HOLDINGS LIMITED\*

WOMENS HOURLY RATE IS	
<b>-10.3%</b> <i>LOWER</i> <i>(Mean)</i>	<b>-8.3%</b> <i>LOWER</i> <i>(Median)</i>
WOMENS BONUS PAY IS	
<b>-56.0%</b> <i>LOWER</i> <i>(Mean)</i>	<b>20.0%</b> <i>HIGHER</i> <i>(Median)</i>
WHO RECEIVED A BONUS	
<b>90.5%</b> <i>OF MEN</i>	<b>93.5%</b> <i>OF WOMEN</i>
PAY QUANTILES	
Top Quartile	
<b>91.9%</b> <i>MEN</i>	<b>8.1%</b> <i>WOMEN</i>
Upper Middle Quartile	
<b>95.7%</b> <i>MEN</i>	<b>4.3%</b> <i>WOMEN</i>
Lower Middle Quartile	
<b>94.6%</b> <i>MEN</i>	<b>5.4%</b> <i>WOMEN</i>
Lower Quartile	
<b>84.3%</b> <i>MEN</i>	<b>15.7%</b> <i>WOMEN</i>

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