

GENDER PAY REPORT 2020 Leiths (Scotland) Ltd

Under new legislation that came into force in April 2017, UK employers with more than 250 employees are required to publish their gender pay gap. It should be noted that published figures may be skewed by the impact of excluding staff who were on Furlough during this period.

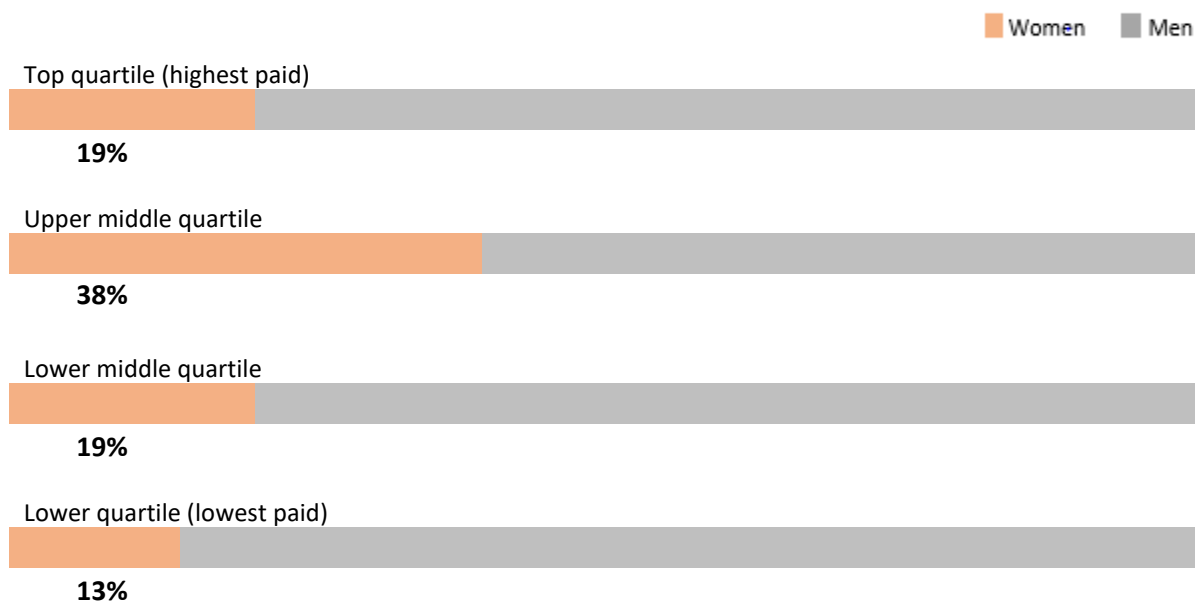
Our updated gender pay details for 2020 are as follows:

PAY DIFFERENCE IN HOURLY RATE

Women's mean hourly rate is 16.1% lower than men's

Women's median hourly rate is 12.9% higher than men's

PAY QUANTILES ACROSS ALL EMPLOYEES



PROPORTION OF COLLEAGUES WHO RECEIVED A BONUS

70% of women

19% of men

Difference in Bonus Pay

Women's mean bonus pay is 51% lower than men's

Women's median bonus pay is 37% lower than men's

Declaration

We confirm that Leiths' gender pay gap calculations are accurate and meet the requirements of the Regulations.

GENDER PAY REPORT 2019 Leiths (Scotland) Ltd

Under new legislation that came into force in April 2017, UK employers with more than 250 employees are required to publish their gender pay gap.

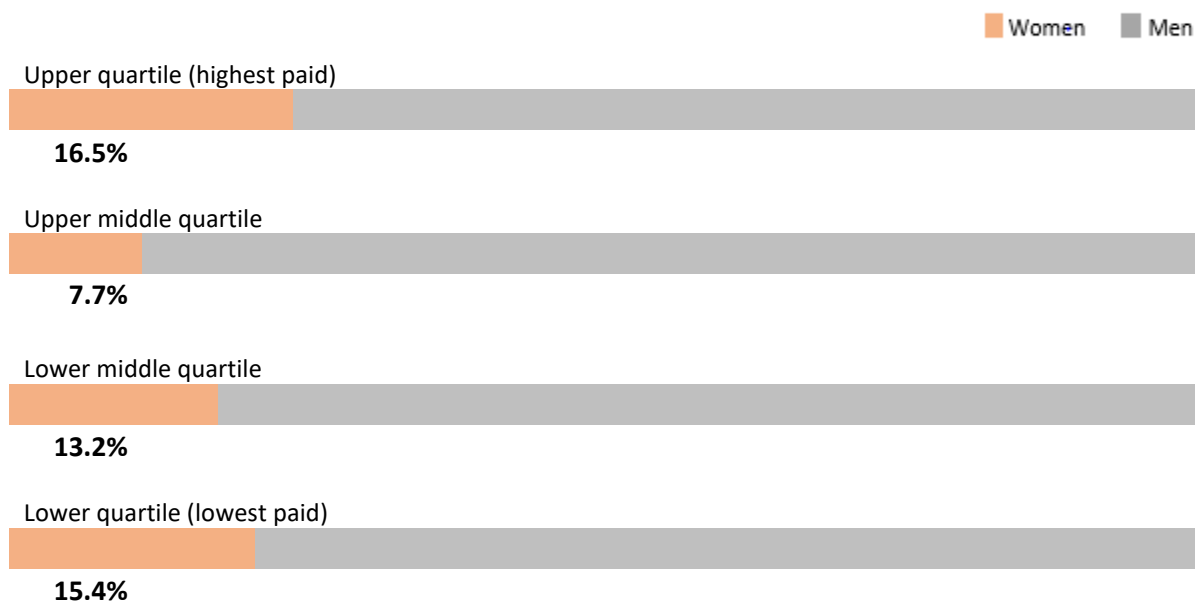
Our updated gender pay details for 2019 are as follows:

PAY DIFFERENCE IN HOURLY RATE

Women's mean hourly rate is 2.7% lower than men's

Women's median hourly rate is 4.4% lower than men's

PAY QUANTILES ACROSS ALL EMPLOYEES



PROPORTION OF COLLEAGUES WHO RECEIVED A BONUS

68.8% of women

17.7% of men

Difference in Bonus Pay

Women's mean bonus pay is 68.1% lower than men's

Women's median bonus pay is 38.5% lower than men's

Declaration

We confirm that Leiths' gender pay gap calculations are accurate and meet the requirements of the Regulations.

GENDER PAY REPORT 2018 Leiths (Scotland) Ltd

Under new legislation that came into force in April 2017, UK employers with more than 250 employees are required to publish their gender pay gap.

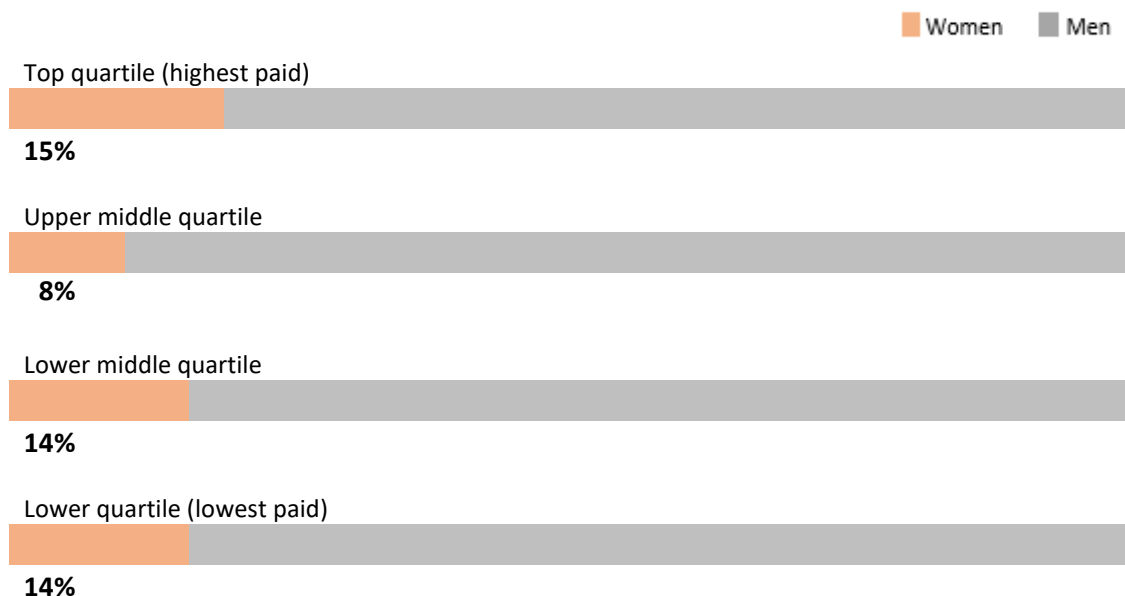
Our updated gender pay details for 2018 are as follows:

PAY DIFFERENCE IN HOURLY RATE

Women's mean hourly rate is 4.1% lower than men's

Women's median hourly rate is 5.3% lower than men's

PAY QUANTILES ACROSS ALL EMPLOYEES



PROPORTION OF COLLEAGUES WHO RECEIVED A BONUS

67% of women

14% of men

Difference in Bonus Pay

Women's mean bonus pay is 77% lower than men's

Women's median bonus pay is 49% lower than men's

Declaration

We confirm that Leiths' gender pay gap calculations are accurate and meet the requirements of the Regulations.