

## GENDER PAY REPORT 2021 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.

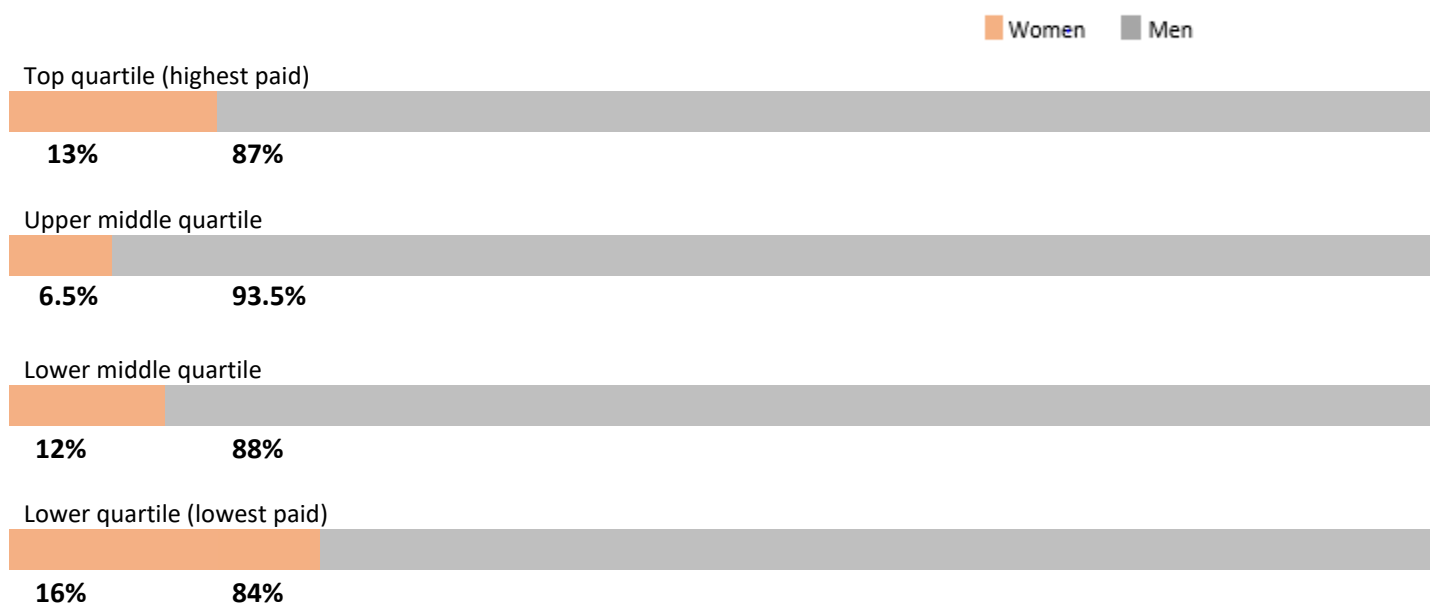
Our updated gender pay details for 2021 are as follows:

### PAY DIFFERENCE IN HOURLY RATE

Women's mean hourly rate is 1.0% higher than men's

Women's median hourly rate is 3.2% lower than men's

### PAY QUANTILES ACROSS ALL EMPLOYEES



### PROPORTION OF COLLEAGUES WHO RECEIVED A BONUS

No bonuses were paid in 2021

#### Declaration

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

## 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.

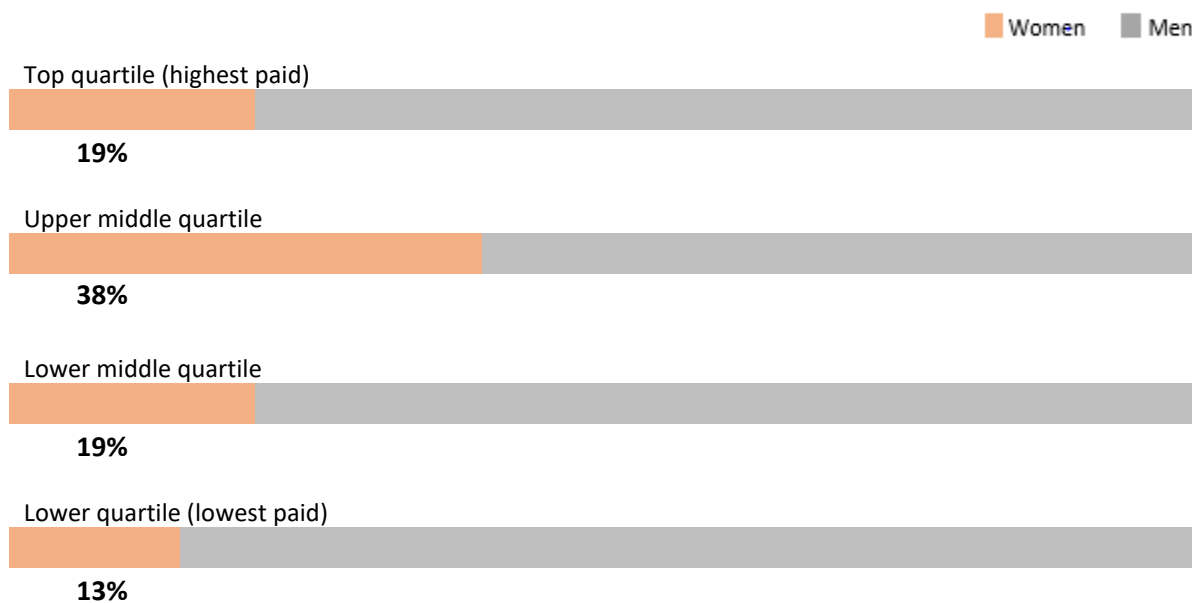
Our updated gender pay details for 2020 are as follows:

### 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.

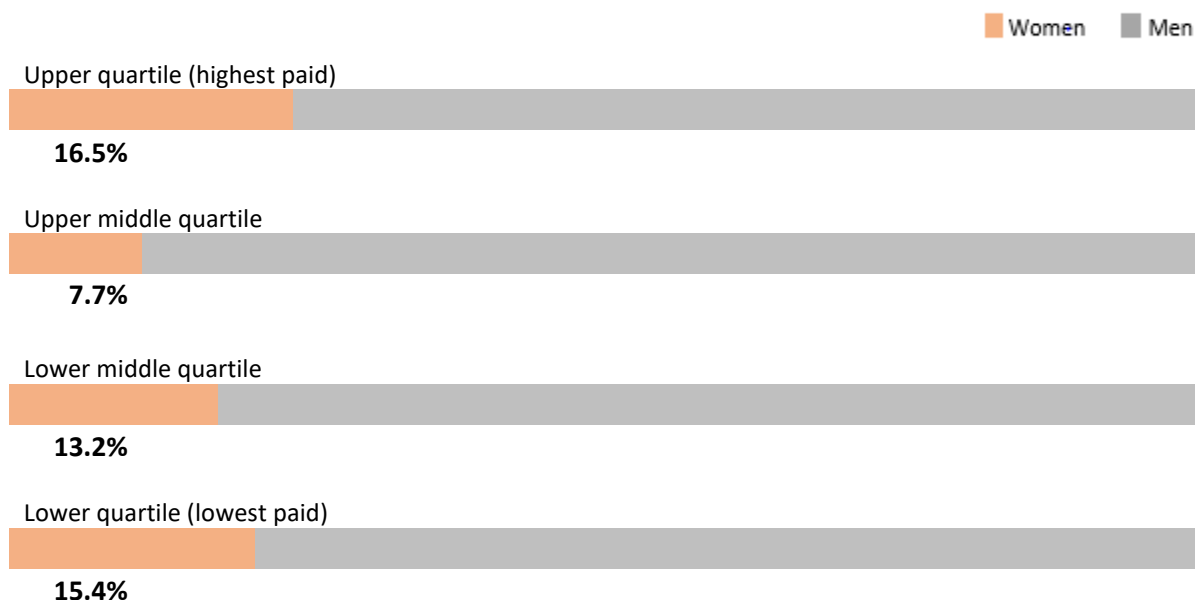
Our updated gender pay details for 2019 are as follows:

### 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.