

GENDER PAY REPORT 2022 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 2022 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 QUARTILES ACROSS ALL EMPLOYEES

Top quartile (highest paid)

12.5% 87.5%

Upper middle quartile

6.5% 93.5%

Lower middle quartile

13.5% 86.5%

Lower quartile (lowest paid)

PROPORTION OF COLLEAGUES WHO RECEIVED A BONUS

57% of women

15% of men

Difference in Bonus Pay

Women's mean bonus pay is 63% lower than men's

Women's median bonus pay is 48% lower than men's

Declaration

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

IAN LEITH
CHAIRMAN
LEITHS SCOTLAND LTD



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.

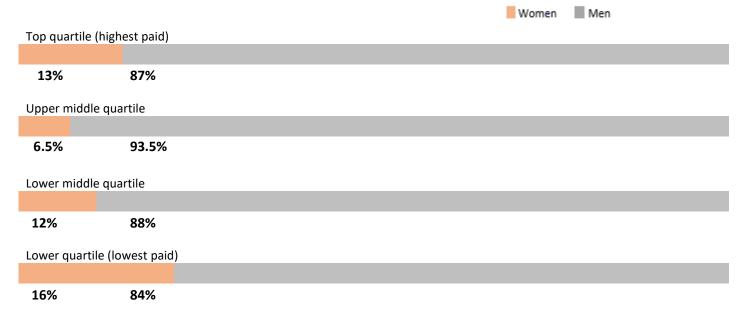
Our updated gender pay details for 2021 are as follows:

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 QUARTILES 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.

IAN LEITH
CHAIRMAN
LEITHS SCOTLAND LTD



GENDER PAY REPORT 2020 Leiths (Scotland) Ltd

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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 QUARTILES ACROSS ALL EMPLOYEES

| | | | women | ivien |
|------------------|--------------|--|-------|-------|
| Top quartile (hi | ghest paid) | | | |
| | | | | |
| 19% | | | | |
| Upper middle q | uartile | | | |
| | | | | |
| 38% | | | | |
| Lower middle q | uartile | | | |
| | | | | |
| 19% | | | | |
| Lower quartile (| lowest paid) | | | |
| | | | | |
| 13% | | | | |

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.

IAN LEITH CHAIRMAN

LEITHS SCOTLAND LTD