

# GENDER PAY REPORT 2025

## 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.

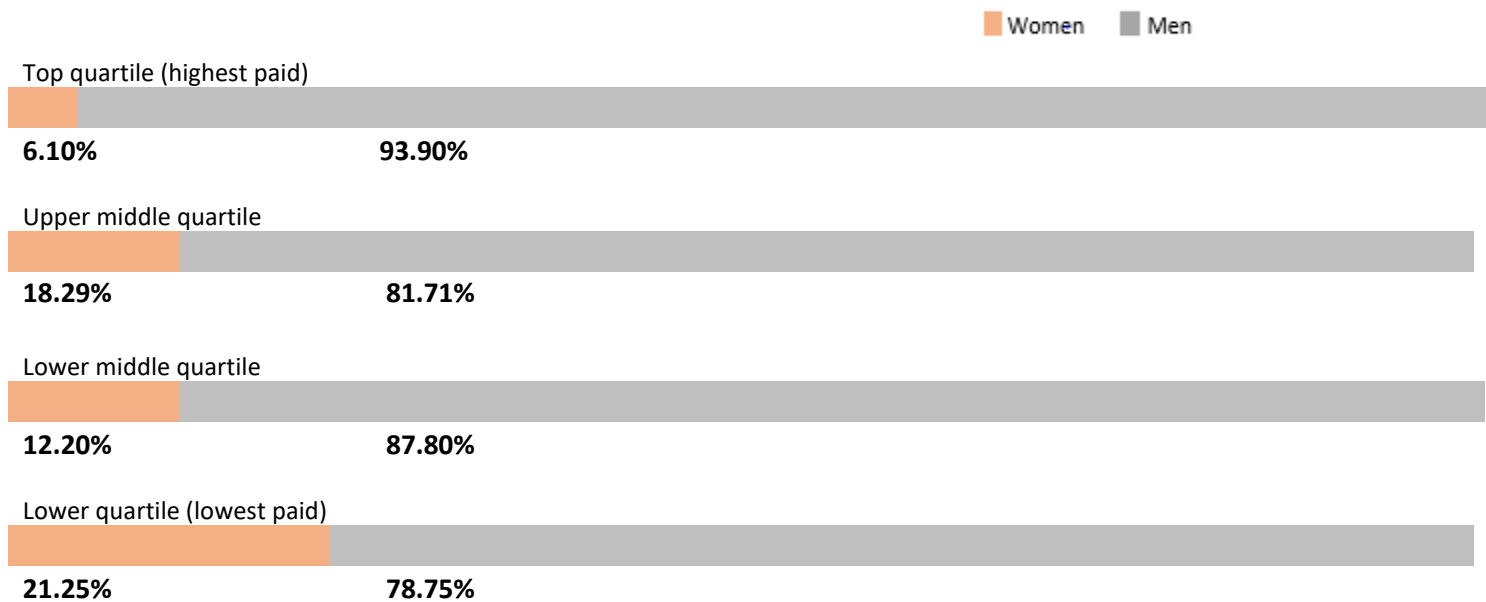
Our updated gender pay details for 2025 are as follows:

### PAY DIFFERENCE IN HOURLY RATE

Women's mean hourly rate is 3.87% lower than men's

Women's median hourly rate is 6.03% lower than men's

### PAY QUANTILES ACROSS ALL EMPLOYEES



### PROPORTION OF COLLEAGUES WHO RECEIVED A BONUS

64.5% of women

21% of men

### Difference in Bonus Pay

Women's mean bonus pay is 53.88% lower than men's

Women's median bonus pay is 51% 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 2024 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.

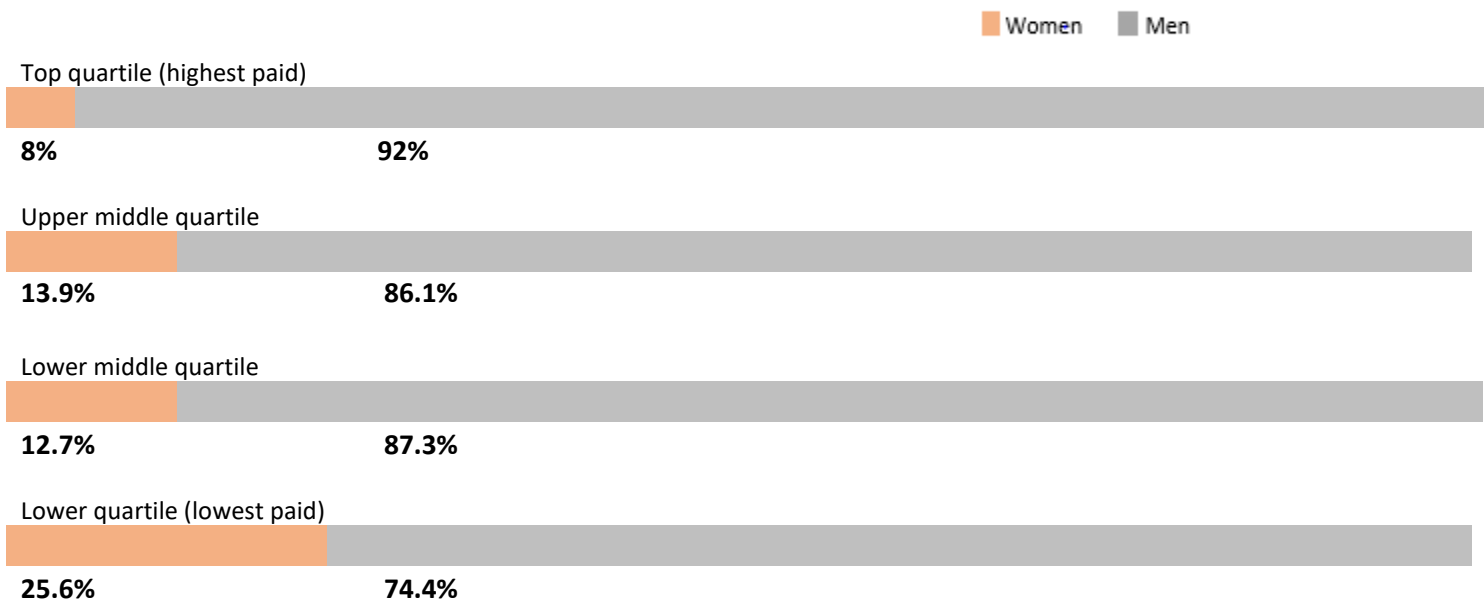
Our updated gender pay details for 2024 are as follows:

### PAY DIFFERENCE IN HOURLY RATE

Women's mean hourly rate is 9.12% lower than men's

Women's median hourly rate is 12.86% lower than men's

### PAY QUANTILES ACROSS ALL EMPLOYEES



### PROPORTION OF COLLEAGUES WHO RECEIVED A BONUS

57% of women

18% of men

### Difference in Bonus Pay

Women's mean bonus pay is 56% lower than men's

Women's median bonus pay is 51% 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 2023 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.

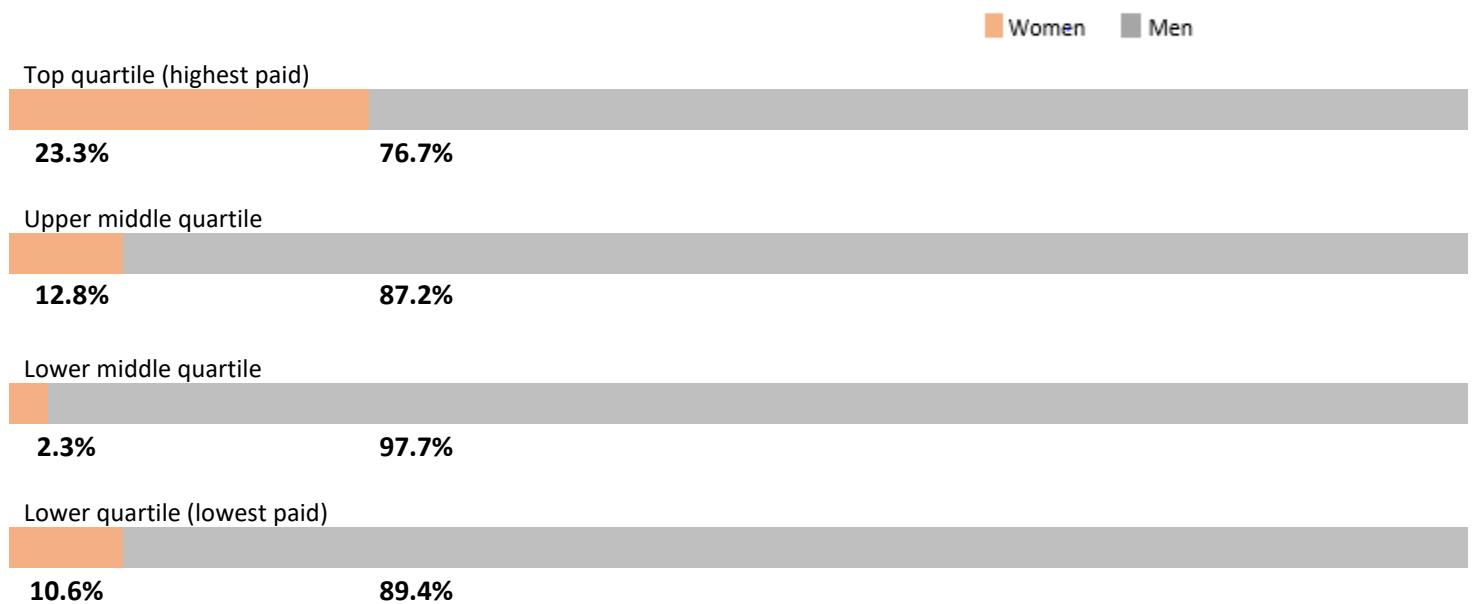
Our updated gender pay details for 2023 are as follows:

### PAY DIFFERENCE IN HOURLY RATE

Women's mean hourly rate is 0.8% lower than men's

Women's median hourly rate is 4.8% lower than men's

### PAY QUANTILES ACROSS ALL EMPLOYEES



### PROPORTION OF COLLEAGUES WHO RECEIVED A BONUS

57% of women

16% of men

### Difference in Bonus Pay

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

Women's median bonus pay is 45% lower than men's

#### Declaration

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