

## GENDER PAY REPORT 2017 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.

### PAY DIFFERENCE IN HOURLY RATE

Women's mean hourly rate is 8.5% lower than men's

Women's median hourly rate is 2.8% lower than men's

### PAY QUANTILES ACROSS ALL EMPLOYEES

Women Men

Top quartile (highest paid)



15%

Upper middle quartile



9%

Lower middle quartile



11%

Lower quartile (lowest paid)



16%

### PROPORTION OF COLLEAGUES WHO RECEIVED A BONUS

63% of women

14.7% of men

### Difference in Bonus Pay

Women's mean bonus pay is 80.5% lower than men's

Women's median bonus pay is 53% lower than men's

#### Declaration

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