



2024 GENDER PAY GAP

GRAY & ADAMS LIMITED*

WOMENS HOURLY RATE IS	
49.9% <i>HIGHER</i> <small>(Mean)</small>	-14.0% <i>LOWER</i> <small>(Median)</small>
WOMENS BONUS PAY IS	
-12.2% <i>LOWER</i> <small>(Mean)</small>	103.4% <i>HIGHER</i> <small>(Median)</small>
WHO RECEIVED A BONUS	
85.2% <small>OF MEN</small>	83.3% <small>OF WOMEN</small>
PAY QUANTILES	
Top Quartile	
92.0% <small>MEN</small>	8.0% <small>WOMEN</small>
Upper Middle Quartile	
95.2% <small>MEN</small>	4.8% <small>WOMEN</small>
Lower Middle Quartile	
96.0% <small>MEN</small>	4.0% <small>WOMEN</small>
Lower Quartile	
78.4% <small>MEN</small>	21.6% <small>WOMEN</small>

* Fraserburgh facility only

GRAY & ADAMS HOLDINGS LIMITED*

WOMENS HOURLY RATE IS	
36.3% <i>HIGHER</i> <small>(Mean)</small>	-10.4% <i>LOWER</i> <small>(Median)</small>
WOMENS BONUS PAY IS	
-19.2% <i>LOWER</i> <small>(Mean)</small>	0.0% <i>SAME</i> <small>(Median)</small>
WHO RECEIVED A BONUS	
85.5% <small>OF MEN</small>	82.1% <small>OF WOMEN</small>
PAY QUANTILES	
Top Quartile	
92.4% <small>MEN</small>	7.6% <small>WOMEN</small>
Upper Middle Quartile	
94.1% <small>MEN</small>	5.9% <small>WOMEN</small>
Lower Middle Quartile	
94.6% <small>MEN</small>	5.4% <small>WOMEN</small>
Lower Quartile	
82.7% <small>MEN</small>	17.3% <small>WOMEN</small>

* Includes Fraserburgh, Dunfermline, Doncaster and Ireland group companies