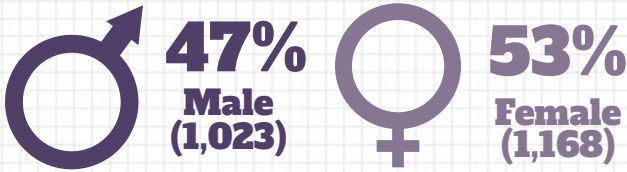


Glasgowlife

Gender Pay Gap (Excluding freelancers) as at 5th April 2022

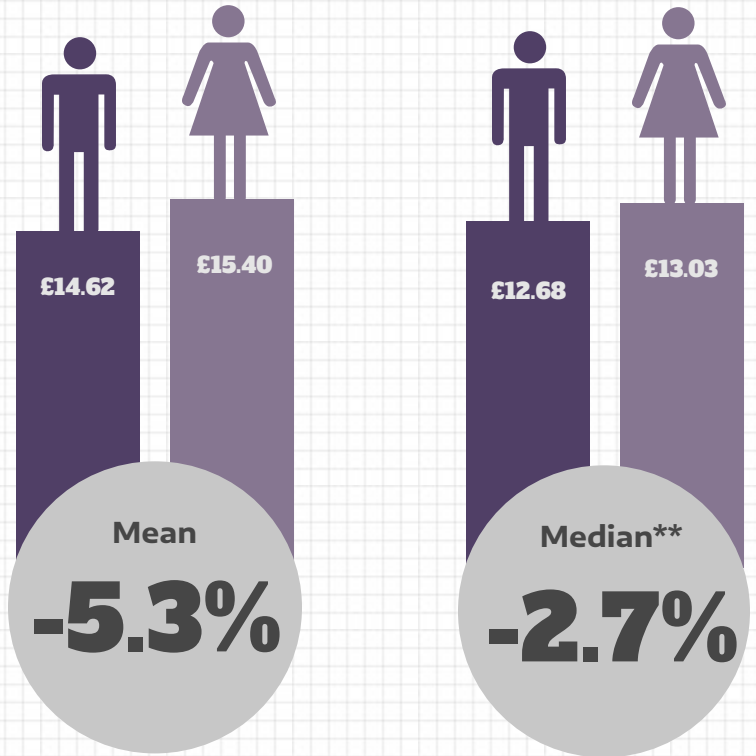
On the 'snapshot date' of 5 April 2022 Glasgow Life had **2,191** full pay relevant employees



* Full pay relevant employees are those with a contract of employment or who are self employed (where they personally perform the work), and who received their usual full basic pay during the relevant pay period.

Bank Staff and freelance sports coaches are included in Glasgow Life's Gender Pay Gap calculation.

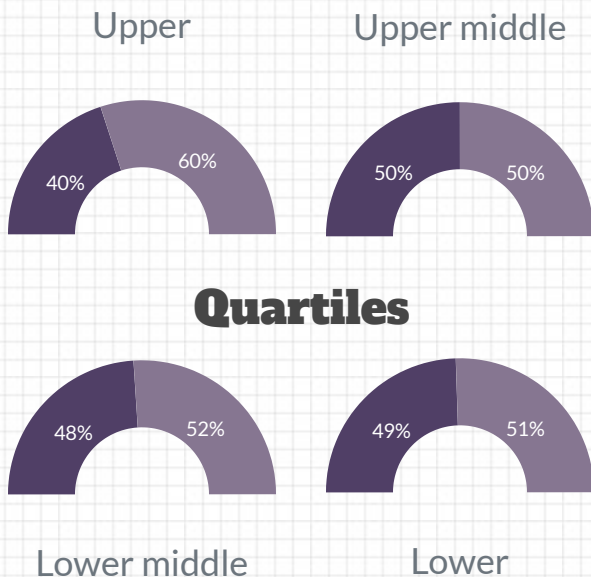
157 employees were identified as non-pay relevant and excluded from the calculations as they did not receive a 'normal' pay during the relevant pay period



When using the average hourly pay, women at Glasgow Life are paid 5.3% more than men. This gap has reduced by 0.61% compared to 2021.

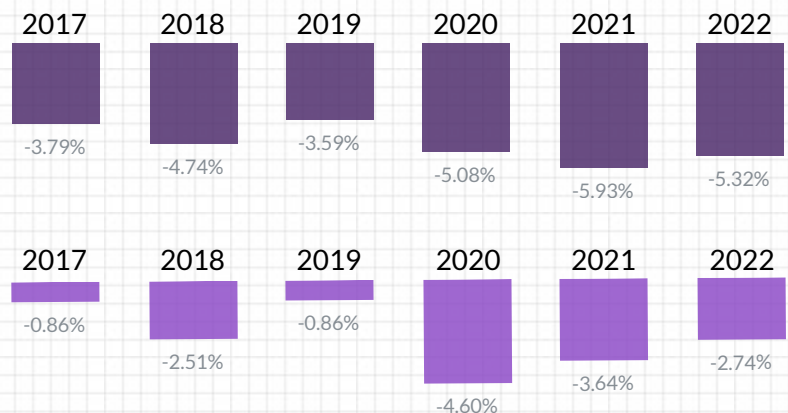
When using the median hourly pay, women at Glasgow Life are paid 2.7% more than men. This gap has reduced by 0.90% compared to 2021.

**The median indicates what the typical situation is and is not distorted by very high or low hourly pay



● Male ● Female

Trend



● Mean

● Median