

WORKFORCE PROFILE BY DISABILITY
GLASGOW LIFE
30 Sep 2018

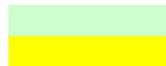
The table below has been simplified to provide a summary of the Company's workforce by disability. The detailed information to support this is provided on Page 2

GRADE &	Disabled		Non Disabled		Non Disclosed		Total Workforce
	Number	%	Number	%	Number	%	Number
Grade 1-4 Total	78	4.7%	542	32.4%	1,055	63.0%	1,675
Grade 5-7 Total	24	3.1%	192	24.9%	556	72.0%	772
Grade 8 Total	2	4.0%	13	26.0%	35	70.0%	50
Grade 9-15 Total	0	0.0%	6	20.7%	23	79.3%	29
Other Non Pay & Gra	0	0.0%	21	24.7%	64	75.3%	85
Total Workforce F/T	58	3.4%	465	27.3%	1,182	69.3%	1,705
Total Workforce P/T	46	5.1%	309	34.1%	551	60.8%	906
Total Workforce	104	4.0%	774	29.6%	1,733	66.4%	2,611

WORKFORCE PROFILE BY DISABILITY

GLASGOW LIFE BY GRADE & DISABILITY	White Disabled			Black & Minority Ethnic Disabled			Total Disabled			Total Disabled Employees %	Total Non Disclosed	Total Non Disclosed %	Total White Male Non Disabled Employees
	Total White Male Disabled Employees	Total White Disabled Female Employees	Total White Disabled Employees	Total Ethnic Male Disabled Employees	Total Ethnic Female Disabled Employees	Total Ethnic Disabled Employees	Disabled Male Employees	Disabled Female Employees	Total Disabled Employees				
Grade 1-4 F/T	24	10	34	2	0	2	26	10	36	3.9%	633	67.7%	150
Grade 1-4 P/T	18	21	39	2	1	3	20	22	42	5.7%	422	57.0%	110
Grade 1-4 Total	42	31	73	4	1	5	46	32	78	4.7%	1,055	63.0%	260
Grade 5-7 F/T	8	12	20	0	1	1	8	13	21	3.3%	456	71.5%	67
Grade 5-7 P/T	0	2	2	0	1	1	0	3	3	2.2%	100	74.6%	3
Grade 5-7 Total	8	14	22	0	2	2	8	16	24	3.1%	556	72.0%	70
Grade 8 F/T	0	1	1	0	0	0	0	1	1	2.1%	33	70.2%	4
Grade 8 P/T	0	1	1	0	0	0	0	1	1	33.3%	2	66.7%	0
Grade 8 Total	0	2	2	0	0	0	0	2	2	4.0%	35	70.0%	4
Grade ACZ 8 F/T	0	0	0	0	0	0	0	0	0	0.0%	0	0.0%	0
Grade ACZ 8 P/T	0	0	0	0	0	0	0	0	0	0.0%	0	0.0%	0
Grade ACZ 8 Total	0	0	0	0	0	0	0	0	0	0.0%	0	0.0%	0
Grade 9-15 F/T	0	0	0	0	0	0	0	0	0	0.0%	22	78.6%	3
Grade 9-15 P/T	0	0	0	0	0	0	0	0	0	0.0%	0	0.0%	0
Grade 9-15 Total	0	0	0	0	0	0	0	0	0	0.0%	22	78.6%	3
Grade ACZ 9-15 F/T	0	0	0	0	0	0	0	0	0	0.0%	1	100.0%	0
Grade ACZ 9-15 P/T	0	0	0	0	0	0	0	0	0	0.0%	0	0.0%	0
Grade ACZ 9-15 Total	0	0	0	0	0	0	0	0	0	0.0%	1	100.0%	0
Other Non Pay & Grading Structure F/T	0	0	0	0	0	0	0	0	0	0.0%	37	66.1%	2
Other Non Pay & Grading Structure P/T	0	0	0	0	0	0	0	0	0	0.0%	27	93.1%	0
Other Non P&G Structure Total	0	0	0	0	0	0	0	0	0	0.0%	64	75.3%	2
Total Workforce F/T	32	23	55	2	1	3	34	24	58	3.4%	1,182	69.3%	226
Total Workforce P/T	18	24	42	2	2	4	20	26	46	5.1%	551	60.8%	113
Total Workforce	50	47	97	4	3	7	54	50	104	4.0%	1,733	66.4%	339

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WORKFORCE PROFILE BY DISABILITY

White Non Disabled		Total Black & Minority Ethnic Non Disabled			Total Non Disabled Employees				Total Workforce		
Total White Female Non Disabled Employees	Total White Non Disabled Employees	Total Ethnic Male Non Disabled Employees	Total Ethnic Female Non Disabled Employees	Total Ethnic Non Disabled Employees	Total Male Non Disabled Employees	Total Female Non Disabled Employees	Total Non Disabled Employees	Total Non Disabled Employees %	Total Male Employees	Total Female Employees	Total Workforce
92	242	16	8	24	166	100	266	28.4%	582	353	935
149	259	4	13	17	114	162	276	37.3%	265	475	740
241	501	20	21	41	280	262	542	32.4%	847	828	1,675
83	150	5	6	11	72	89	161	25.2%	282	356	638
24	27	0	4	4	3	28	31	23.1%	24	110	134
107	177	5	10	15	75	117	192	24.9%	306	466	772
9	13	0	0	0	4	9	13	27.7%	18	29	47
0	0	0	0	0	0	0	0	0.0%	0	3	3
9	13	0	0	0	4	9	13	26.0%	18	32	50
0	0	0	0	0	0	0	0	0.0%	0	0	0
0	0	0	0	0	0	0	0	0.0%	0	0	0
0	0	0	0	0	0	0	0	0.0%	0	0	0
3	6	0	0	0	3	3	6	21.4%	12	16	28
0	0	0	0	0	0	0	0	0.0%	0	0	0
3	6	0	0	0	3	3	6	21.4%	12	16	28
0	0	0	0	0	0	0	0	0.0%	1	0	1
0	0	0	0	0	0	0	0	0.0%	0	0	0
0	0	0	0	0	0	0	0	0.0%	1	0	1
11	13	4	2	6	6	13	19	33.9%	15	41	56
1	1	0	1	1	0	2	2	6.9%	14	15	29
12	14	4	3	7	6	15	21	24.7%	29	56	85
198	424	25	16	41	251	214	465	27.3%	910	795	1,705
174	287	4	18	22	117	192	309	34.1%	303	603	906
372	711	29	34	63	368	406	774	29.6%	1,213	1,398	2,611