

**WORKFORCE PROFILE BY ETHNICITY**  
**GLASGOW LIFE**  
**30 September 2018**

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

GRADE & ETHNICITY	White Employees		BEM Employees		Non Disclosed Employees		Total Workforce
	Number	%	Number	%	Number	%	Number
Grade 1-4 Total	1,309	78.1%	35	2.1%	331	19.8%	1,675
Grade 5-7 Total	635	82.3%	16	2.1%	121	15.7%	772
Grade 8 Total	42	84.0%	0	0.0%	8	16.0%	50
Grade 9-15 Total	23	79.3%	0	0.0%	6	20.7%	29
Other Non Pay & Gradi	22	25.9%	1	1.2%	62	72.9%	85
Total Workforce F/T	1,344	78.8%	29	1.7%	332	19.5%	1,705
Total Workforce P/T	687	75.8%	23	2.5%	196	21.6%	906
Total Workforce	2,031	77.8%	52	2.0%	528	20.2%	2,611

WORKFORCE PROFILE BY ETHNICITY

GLASGOW LIFE BY GRADE & ETHNICITY	TOTAL WHITE							MIXED	ARAB	OTHER ETHNIC	ASIAN						BLACK						TOTAL BEM		TOTAL %			Total Workforce
	White Scottish	Other British	Irish	Gypsy / Traveller	Polish	Other White Ethnic	White Total				Mixed or Multiple Ethnic Groups	Arab, Arab Scottish or Arab British	Total Other Ethnic Background	Pakistani	Indian	Bangladeshi	Chinese	Other Asian Background	Asian Total	African	Other African Background	Caribbean	Black	Other Caribbean / Black Background	Black Total	Total Black & Ethnic Minority Employees	Total Non Disclosed	
Grade 1-4 F/T	699	22	2	0	1	10	734	2	0	2	3	1	0	2	2	8	3	1	0	0	0	4	16	185	78.5%	1.7%	19.8%	935
Grade 1-4 P/T	537	21	5	0	3	9	575	3	0	1	8	2	0	3	1	14	0	0	0	1	0	1	19	146	77.7%	2.6%	19.7%	740
<b>Grade 1-4 Total</b>	<b>1,236</b>	<b>43</b>	<b>7</b>	<b>0</b>	<b>4</b>	<b>19</b>	<b>1,309</b>	<b>5</b>	<b>0</b>	<b>3</b>	<b>11</b>	<b>3</b>	<b>0</b>	<b>5</b>	<b>3</b>	<b>22</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>5</b>	<b>35</b>	<b>331</b>	<b>78.1%</b>	<b>2.1%</b>	<b>19.8%</b>	<b>1,675</b>
Grade 5-7 F/T	469	33	6	0	1	18	527	1	1	1	2	3	0	2	2	9	0	0	0	0	0	0	12	99	82.6%	1.9%	15.5%	638
Grade 5-7 P/T	96	7	0	0	0	5	108	3	0	0	0	0	0	0	1	1	0	0	0	0	0	4	22	80.6%	3.0%	16.4%	134	
<b>Grade 5-7 Total</b>	<b>565</b>	<b>40</b>	<b>6</b>	<b>0</b>	<b>1</b>	<b>23</b>	<b>635</b>	<b>4</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>0</b>	<b>2</b>	<b>3</b>	<b>10</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>16</b>	<b>121</b>	<b>82.3%</b>	<b>2.1%</b>	<b>15.7%</b>	<b>772</b>	
Grade 8 F/T	34	3	2	0	0	1	40	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	7	85.1%	0.0%	14.9%	47	
Grade 8 P/T	2	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	66.7%	0.0%	33.3%	3	
<b>Grade 8 Total</b>	<b>36</b>	<b>3</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>42</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>8</b>	<b>84.0%</b>	<b>0.0%</b>	<b>16.0%</b>	<b>50</b>		
Grade AC2 8 F/T	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
Grade AC2 8 P/T	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
<b>Grade 8 AC2 Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0.0%</b>	<b>0</b>
Grade 9-15 F/T	18	3	1	0	0	1	23	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	5	82.1%	0.0%	17.9%	28	
Grade 9-15 P/T	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
<b>Grade 9-15 Total</b>	<b>18</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>23</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>5</b>	<b>82.1%</b>	<b>0.0%</b>	<b>17.9%</b>	<b>28</b>		
Grade AC2 9-15 F/T	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0.0%	0.0%	100.0%	1	
Grade AC2 9-15 P/T	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
<b>Grade 9-15 AC2 Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>0.0%</b>	<b>0.0%</b>	<b>100.0%</b>	<b>1</b>	
Other Non Pay & Grading Structure F/T	20	0	0	0	0	0	20	0	0	0	0	1	0	0	0	1	0	0	0	0	0	0	1	35	35.7%	1.8%	62.5%	56
Other Non Pay & Grading Structure P/T	1	1	0	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	27	6.9%	0.0%	93.1%	29	
<b>Other Non P&amp;G Structure Total</b>	<b>21</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>22</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>62</b>	<b>25.9%</b>	<b>1.2%</b>	<b>72.9%</b>	<b>85</b>	
<b>Total Workforce F/T</b>	<b>1,240</b>	<b>61</b>	<b>11</b>	<b>0</b>	<b>2</b>	<b>30</b>	<b>1,344</b>	<b>3</b>	<b>1</b>	<b>3</b>	<b>5</b>	<b>5</b>	<b>0</b>	<b>4</b>	<b>4</b>	<b>18</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>4</b>	<b>29</b>	<b>332</b>	<b>78.8%</b>	<b>1.7%</b>	<b>19.5%</b>	<b>1,705</b>
<b>Total Workforce P/T</b>	<b>636</b>	<b>29</b>	<b>5</b>	<b>0</b>	<b>3</b>	<b>14</b>	<b>687</b>	<b>6</b>	<b>0</b>	<b>1</b>	<b>8</b>	<b>2</b>	<b>0</b>	<b>3</b>	<b>2</b>	<b>15</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>23</b>	<b>196</b>	<b>75.8%</b>	<b>2.5%</b>	<b>21.6%</b>	<b>906</b>
<b>Total Workforce</b>	<b>1,876</b>	<b>90</b>	<b>16</b>	<b>0</b>	<b>5</b>	<b>44</b>	<b>2,031</b>	<b>9</b>	<b>1</b>	<b>4</b>	<b>13</b>	<b>7</b>	<b>0</b>	<b>7</b>	<b>6</b>	<b>33</b>	<b>3</b>	<b>1</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>5</b>	<b>52</b>	<b>528</b>	<b>77.8%</b>	<b>2.0%</b>	<b>20.2%</b>	<b>2,611</b>