

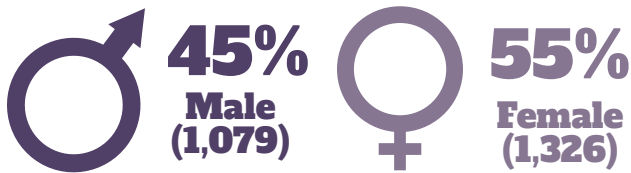
Glasgowlife

Gender Pay Gap as at 5th April 2023

On the 'snapshot date' of 5 April 2023 Glasgow Life had **2,405** full pay relevant employees*.

This included:

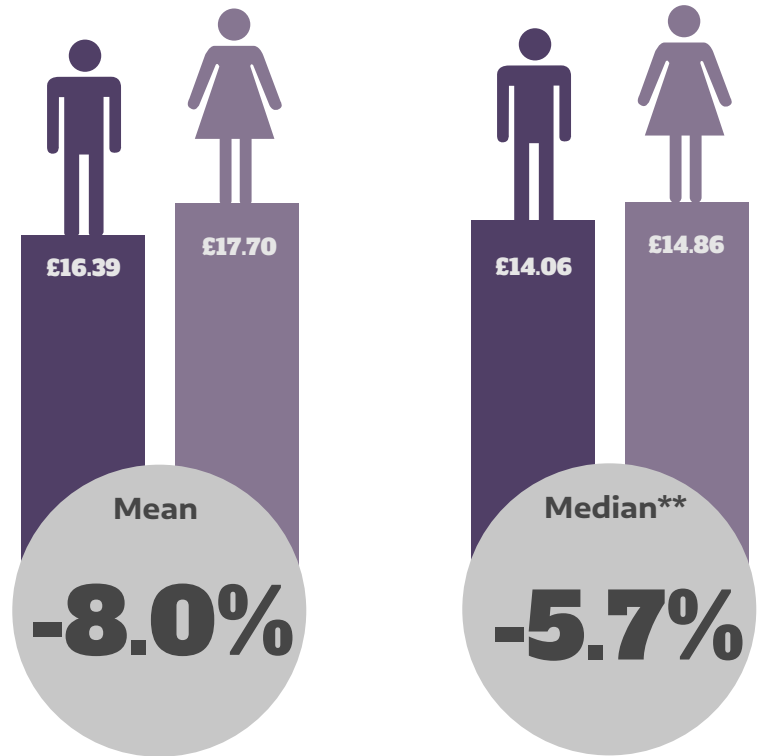
2,228 contracted employees & **177** self employed/freelance employees



* 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.

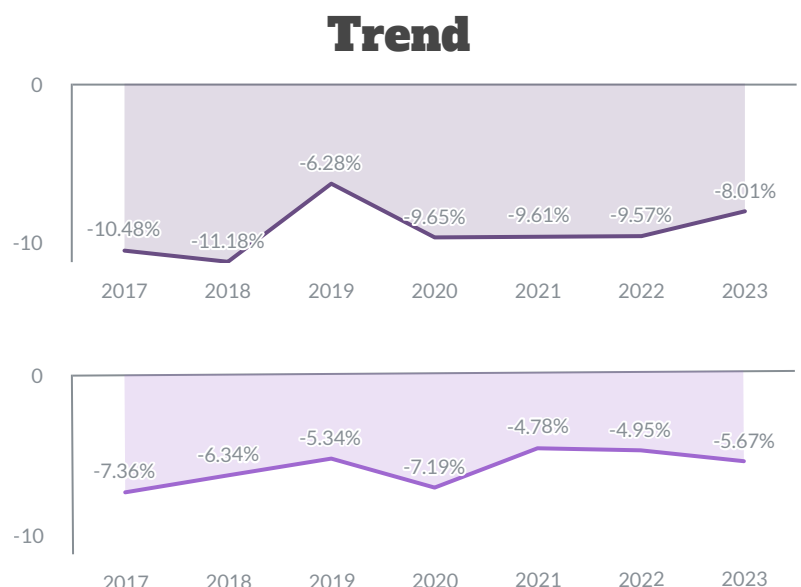
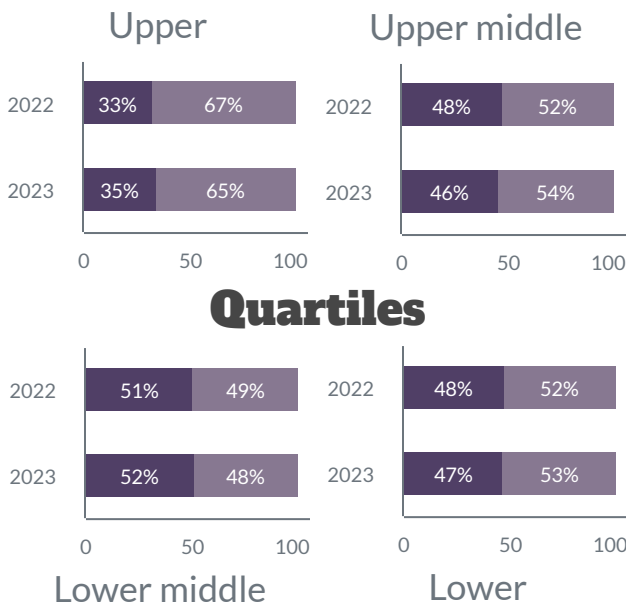
208 employees and self employed/freelancers were identified as non-pay relevant and excluded from the calculations as they did not receive a 'normal' pay during the relevant pay period



When using the average hourly pay, women at Glasgow Life are paid 8.0% more than men. The gap has significantly reduced from 9.6% in 2022

When using the median hourly pay, women at Glasgow Life are paid 5.7% more than men. This gap has widened by 0.7% compared to 2022

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



● Male ● Female

● Mean ● Median