

North British Gender Pay Gap Report 2024

At North British we are committed to cultivating a welcoming, diverse and inclusive culture where we build on the unique talents of each employee. Our policies and practices reflect this, as we believe that each one of us has a big part to play in delivering our True North programme of continuous improvement, with its purpose of 'Proud to make Tomorrow better than Today'.

Set out below is a gender pay gap report for the year to 5th of April 2024. This shows the difference in average pay between women and men.

Positive measures (percentages with a '+') indicate the extent to which women earn, on average, less per hour than men. Negative measures (percentages with a '-') indicate the extent to which women earn, on average, more per hour than men. The gender pay gap does not measure equal pay, which relates to what women and men are paid for doing the same or similar jobs or work of equal value.

Results:

- Mean gender pay gap was - 5%
- Median gender pay gap was +1%

Our mean pay gap was in favour of women, at -5%. The median pay gap is very small, but slightly in favour of men, at +1%. Over 96% of both men and women received a bonus in the year.

Statutory Disclosures

Statutory Disclosures		
Gender Pay Mean	-5%	
Gender Pay Median	1%	
Gender Bonus Mean	-15%	
Gender Bonus Median	18%	
% Receiving a Bonus (Male)	96%	
% Receiving a Bonus (Female)	97%	
% of Overall Males in the Business	85%	
% of Overall Females in the Business	15%	
Lower Quartile (Female / Male)	14%	86%
Lower Middle Quartile (Female / Male)	19%	81%
Upper Middle Quartile (Female / Male)	13%	88%
Top Quartile (Female / Male)	19%	81%