

LIVE BORDERS – GENDER PAY GAP REPORTING – 2023

Mean Gender Pay Gap			3.35%
Median Gender Pay Gap			-0.17%
Mean Bonus Gender Pay Gap			0
Median Bonus Gender Pay Gap			0
Proportion of males receiving a bonus payment			0
Proportion of females receiving a bonus payment			0
Proportion of males and females in each quartile pay band			See table below
Quartile	Males	Females	Description
1	39.4%	60.6%	Includes all Live Borders employees whose standard hourly rate places them in the 1 st and lowest pay quartile.
2	50.0%	50.0%	Includes all Live Borders employees whose standard hourly rate places them below the median pay in the 2 nd pay quartile.
3	34.8%	65.2%	Includes all Live Borders employees whose standard hourly rate places them above the median pay in the 3 rd pay quartile.
4	45.5%	54.5%	Includes all Live Borders employees whose standard hourly rate places them in the 4 th and therefore highest pay quartile.

NARRATIVE

The Mean Gender Pay Gap is the difference between the mean (average) hourly rate of pay of male employees and that of female employees.

The mean hourly rate for male employees is £13.69 compared to £13.23 for females, therefore Live Borders reports a mean Gender Pay Gap of 3.35%.

The median Gender Pay Gap is currently sitting as a negative figure of -0.17% which means the median hourly rate for male employees (£11.72) is lower than that for female employees (£11.74).

There are no differences in pay rates for different genders occupying equivalent roles. Men and women receive equal pay.

There is an exactly even proportion of males to females in the 2nd pay quartile.

The workforce is predominantly female (57.8%) and includes a large proportion of part time employees - those contracted to work fewer than 37 hours per week (70.6% of total workforce).

65.5% of the part time workforce is female. These factors impact on comparative pay levels.

Women currently make up 40% of the Leadership Team.

Live Borders will continue to monitor and evaluate the impact of our Gender Pay Gap.

Author: Owen Adams, People Manager

I can confirm that the data within this report is accurate and reflects clearly Live Borders position in terms of the Gender Pay Gap:

Signed:

Position: Chief Executive Officer

Date: 23-05-2023 .