

LIVE BORDERS – GENDER PAY GAP REPORTING

Reported By 04 April 2026 for snapshot date of 05 April 2025

Mean Gender Pay Gap			1.9%
Median Gender Pay Gap			-1.1%
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	44.6%	55.4%	Includes all Live Borders employees whose standard hourly rate places them in the 1 st and lowest pay quartile.
2	42.5%	57.5%	Includes all Live Borders employees whose standard hourly rate places them below the median pay in the 2 nd pay quartile
3	35.6%	64.4%	Includes all Live Borders employees whose standard hourly rate places them above the median pay in the 3 rd pay quartile.
4	43.8%	56.2%	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 £14.81, it is £14.52 for female staff, therefore Live Borders reports a mean gender pay gap of 1.9%

The median Gender Pay Gap is currently sitting as a negative figure of -1.1% which reflects that the median hourly rate for male employees (£13.29) is lower than that for female employees (£13.44).

Every role within the organisation has been job evaluated, so there are no differences in pay rates for different genders occupying equivalent roles – each employee will have a grade within which they are paid, with movement within the grade based on length of service. As such, men and women receive equal pay.

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: 26/3/26