

Smith Anderson Group Limited – Gender Pay Reporting 2023

Executive Summary

Smith Anderson Group is a family owned business, which believes that equality and fair treatment of all staff, is one of the cornerstones of successful business. We welcome the new gender pay reporting, and have prepared our April 2023 Gender Pay Report in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 which shows:

- A mean gender pay gap of 3.45%
- A median gender pay gap of 3.91%
- A mean bonus gender pay gap of 9.68%
- A median bonus gender pay gap of 2.42%
- A bonus payment was received by 23.3% of females and 17.8% of males.
- Below are the quartile figures showing the number and percentage of each gender in each quartile pay band:

| | Numbers | | Percentages | |
|-----------------------|---------|-------|-------------|-------|
| | Men | Women | Men | Women |
| Upper quartile | 42 | 22 | 66% | 34% |
| Upper-middle quartile | 56 | 8 | 87% | 13% |
| Lower-middle quartile | 39 | 25 | 61% | 39% |
| Lower quartile | 37 | 27 | 58% | 42% |

DECLARATION

I hereby confirm that the information provided in this report is accurate

Keith E Verden-Anderson
Managing Director