

## Smith Anderson Group Limited – Gender Pay Reporting 2024

### 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 2024 Gender Pay Report in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 which shows:

- A mean gender pay gap of 2.61%
- A median gender pay gap of 8.42%
- A mean bonus gender pay gap of 22.49%
- A median bonus gender pay gap of 8.40%
- A bonus payment was received by 28.2% of females and 20.2% 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	39	19	67%	33%
Upper-middle quartile	50	8	86%	14%
Lower-middle quartile	38	20	66%	34%
Lower quartile	34	25	58%	42%

### DECLARATION

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

Keith E Verden-Anderson  
Managing Director