

GENDER PAY GAP REPORT

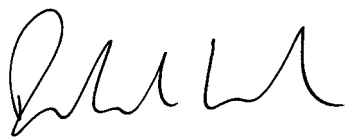
April 2020

GENDER PAY GAP REPORT

5 April 2019	Percentage
Difference in mean hourly rate of pay	25%
Difference in median hourly rate of pay	13%
Difference in mean bonus pay	64%
Difference in median bonus pay	17%
Percentage of employees who received bonus pay	Women 53% Men 47%
Proportion of men and women in each of four pay band ("quartiles") from lowest to highest paid	See Below

Gender	Low			High
	Q1 (0.000-9.78)	Q2 (9.78-12.03)	Q3 (12.07-17.69)	Q4 (17.78-124.10)
Woman	50 - (70.42%)	37 - (52.11%)	40 - (56.34%)	31 - (43.66%)
Men	21 - (29.58%)	34 - (47.89%)	31 - (43.66%)	40 - (56.34%)

Alliance Trust Savings confirms that our data is accurate.



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Chief Executive Officer



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