

GENDER PAY GAP REPORT

April 2019

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5 April 2018	Percentage
Difference in mean hourly rate of pay	34%
Difference in median hourly rate of pay	16%
Difference in mean bonus pay	64%
Difference in median bonus pay	0%
Percentage of employees who received bonus pay	Women 52% Men 48%
Proportion of men and women in each of four pay band ("quartiles") from lowest to highest paid	See Below

Gender	Low			High
	Q1 (0.000-9.49)	Q2 (9.49-11.55)	Q3 (11.58-17.95)	Q4 (17.95-323.08)
Woman	49 - (65.33%)	41 - (55.41%)	37 - (49.33%)	26 - (35.14%)
Men	26 - (34.67%)	33 - (44.59%)	38 - (50.67%)	48 - (64.86%)

Alliance Trust Savings confirms that our data is accurate.



Peter Docherty
Chief Executive Officer



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People Director

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