

## GENDER PAY REPORTING

Scottish Woodlands Limited is a long established employee owned business with a commitment to the care and well-being of all its employees. Our recruitment policy is merit based with no gender bias.

Traditionally the timber industry has been a sector that has attracted relatively few women, and we actively support the efforts of our forestry trade body, Confor, to encourage more women and younger people in general, to enter what is a very dynamic and rewarding industry.

Mean gender pay gap in hourly pay	23%
Median gender pay gap in hourly pay	12%
Mean bonus gender pay gap	66%
Median bonus gender pay gap	39%
Proportion of males receiving a bonus payment	81%
Proportion of females receiving a bonus payment	68%
Proportion of males in quartile 1	83%
Proportion of females in quartile 1	17%
Proportion of males in quartile 2	70%
Proportion of females in quartile 2	30%
Proportion of males in quartile 3	72%
Proportion of females in quartile 3	28%
Proportion of males in quartile 4	42%
Proportion of females in quartile 4	58%



Scottish Woodlands Ltd is authorised and regulated by the Financial Conduct Authority for non-investment insurance business only

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