

LIVE ACTIVE LEISURE GENDER PAY GAP REPORT 2017

Live Active Leisure provides specialist venue management and sports and physical activity programme innovation and expertise for the residents of and visitors to Perth & Kinross.

The Gender Pay Gap data supplied includes all contracted employees in post with Live Active Leisure as at 31st March 2017.

There were 313 contracted employees in post of which 179 were female (57%) and 134 were male (43%).

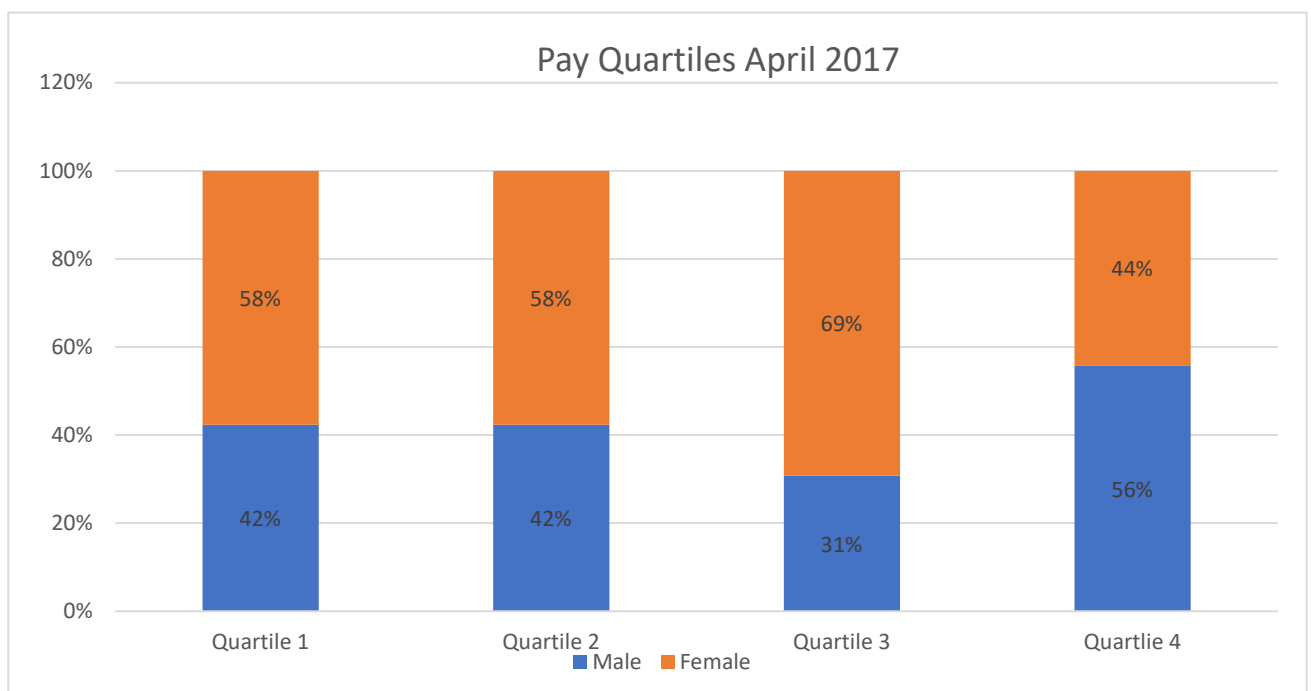
The figures set out below have been calculated using the standard calculations used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Gender Pay and Bonus Gap

The mean gender pay gap is 7.58% in favour of men. This is the difference between men’s average hourly rate of pay and women’s average hourly rate of pay.

The median gender pay gap is 2.24% in favour of men. This is the difference between the middle hourly rate of pay of all men and the middle hourly rate of pay of all women.

There are no bonus payments made to any employee, and therefore no mean and median gender pay calculations.



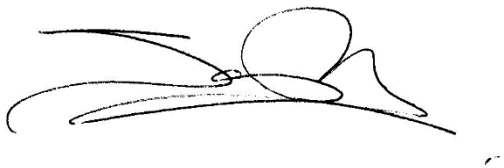
The table above sets out Live Active Leisure's gender distribution across four quartiles with quartiles 1-3 containing 78 employees and quartile four 79.

Quartiles 1 and 2 show a gender distribution closely matching the Company's overall ratio of 57%:43%. Quartile 3 shows a 12% increase on the number of female employees with a 12% decrease on the number of males of 12%. Quartile 4 ratios show a reverse trend of the Company's overall ratios with males at 56% and females 44%.

Live Active Leisure is committed to the promotion of equality of opportunity in its employment practices and is confident that males and females are paid the same rate of pay for the same job role regardless of gender. Roles are evaluated to determine the appropriate Grade and remuneration is then determined by a set Pay & Grading Structure.

Live Active Leisure is committed to monitoring and reducing the pay gap wherever possible, however it is acknowledged that the Company has no direct control over the gender of applicants for roles within the organisation and any offer of employment would be based on the best applicant irrespective of gender.

I confirm that the data reported is accurate.

A handwritten signature in black ink, appearing to read 'Jim Moyes', with a large, stylized flourish at the end.

Jim Moyes
Chief Executive Officer
Live Active Leisure