

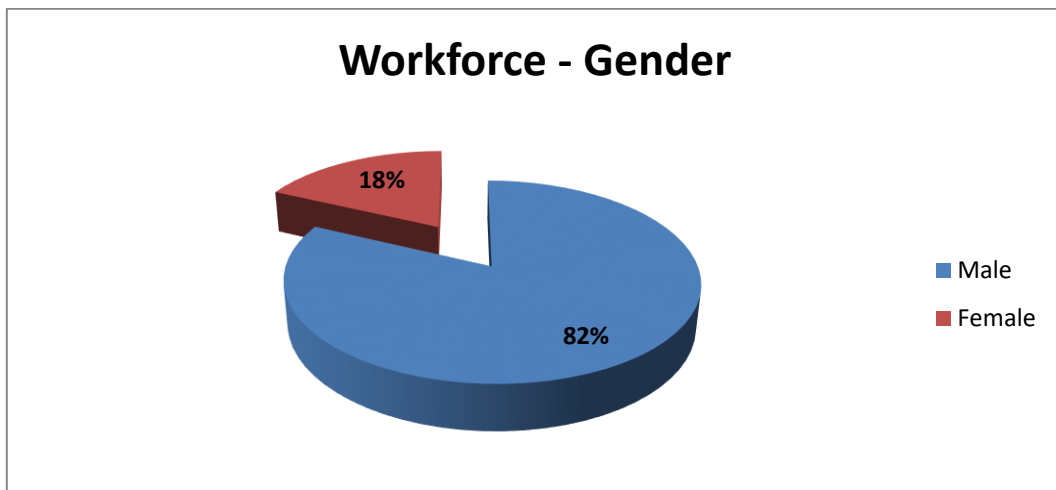
## Gender Pay Gap Report – Lloyd Ltd

It is a legal requirement under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 for employers with 250 or more employees to carry out and publish Gender Pay Reporting.

The report itself involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it will not involve publishing individual employees' data. The snapshot date for this report is 5<sup>th</sup> April 2019.

The agricultural, construction and groundcare machinery sector is traditionally male dominated.

On 5<sup>th</sup> April 2019 there are 267 employees, 218 are male and 49 are female.

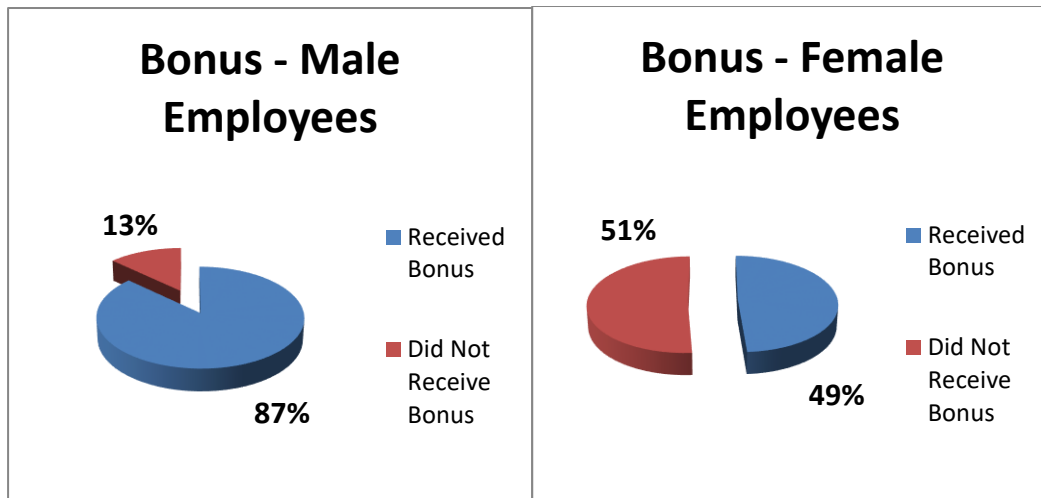


1. Difference in hourly rate of pay (mean) is **17%**
2. Difference in hourly rate of pay (median) is **10%**
3. Difference in bonus pay (mean) is **71%**
4. Difference in bonus pay (median) is **90%**

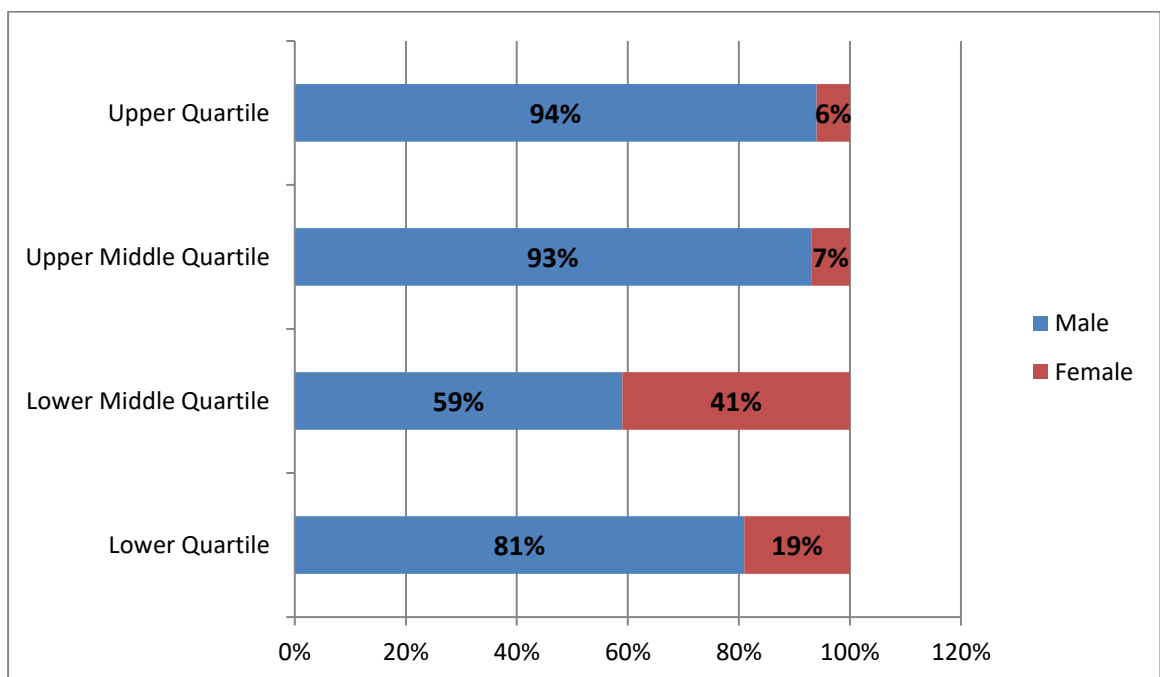
*Mean = the difference between the average of male and female pay*

*Median = the difference between the midpoints in the ranges of male and female pay*

5. Percentage of employees who received bonus



6. Pay Quartiles – the chart below illustrates the gender distribution in four equal parts



Our data shows that there is a higher percentage of male than female employees being paid bonus. This is due to the fact that we have more male employees at a senior level or are in roles that attract a performance related bonus scheme (such as Engineers and Sales Representatives).

Compared to 2019 submission for snapshot date 5<sup>th</sup> April 2018 there is a 31% reduction in the proportion of female employees who received bonus pay. This was due to the annual bonus not being achieved in 2018. There has also been a 1% increase in the proportion of female employees in comparison to the previous submission, but these have been in roles which do not attract a bonus for performance related pay.

This report must not be confused with equal pay. However, having analysed the data, we are satisfied that the Company operates equal pay for work of equal value.

J Barry Lloyd  
**Managing Director**