

Issue Date: April 2021

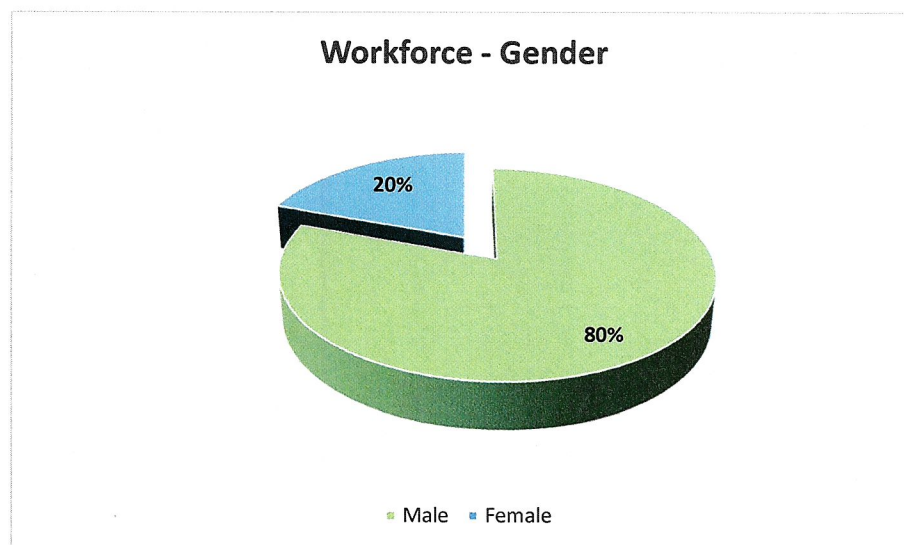
## Gender Pay Gap Report – Lloyd Limited

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 2020.

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

On 5<sup>th</sup> April 2020 there were 266 employees, 214 are male and 52 are female.

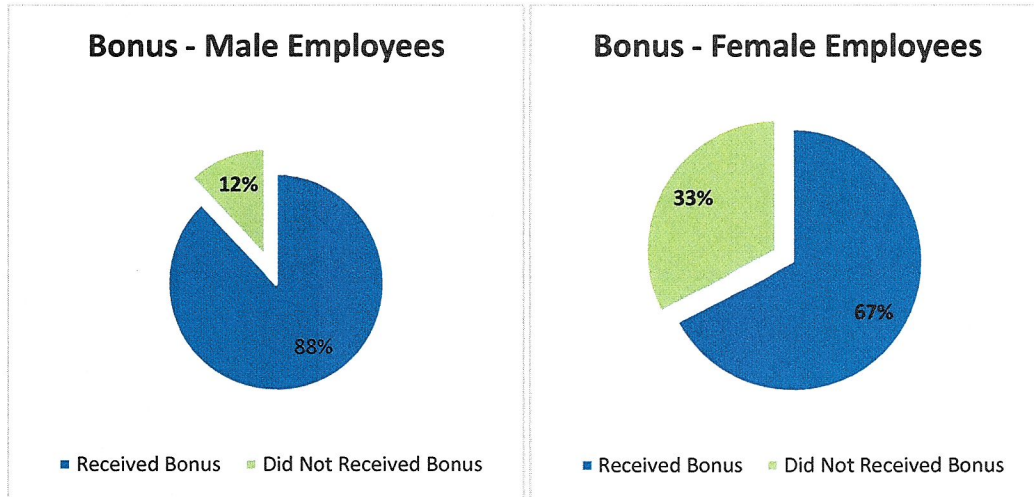


1. Difference in hourly rate of pay (mean) is **23.46%**
2. Difference in hourly rate of pay (median) is **27.13%**
3. Difference in bonus pay (mean) is **57.16%**
4. Difference in bonus pay (median) is **83.63%**

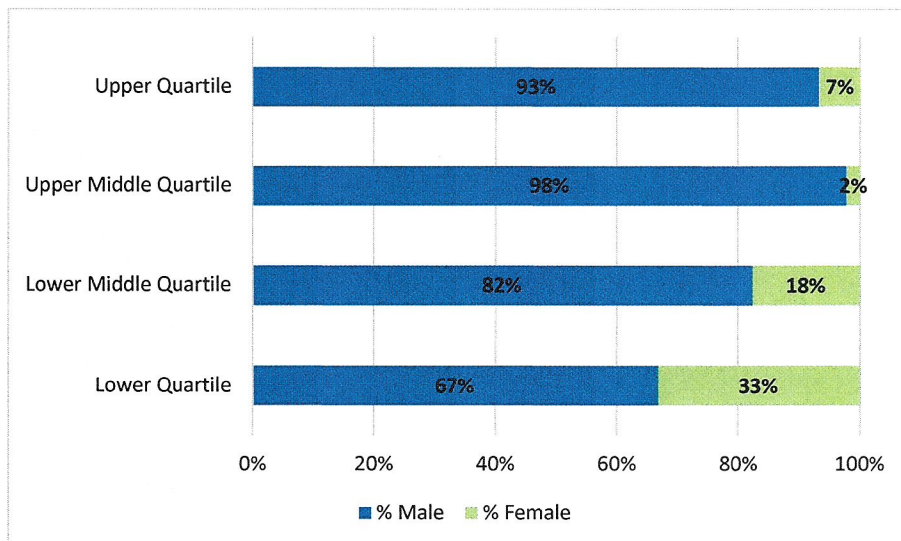
*Mean = the difference between the average of male and female pay*

*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 commission and a performance related bonus scheme (such as Sales Representatives).

Compared to 2020 submission for snapshot date 5<sup>th</sup> April 2019 there is an increase in the proportion of female employees who received bonus pay and less difference in the bonus received by men and women. There has been an increase in the difference between mean and median hourly rate for men and women. This is due to there being more males employed in roles that attract higher 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.

A handwritten signature in black ink, appearing to read 'G Lloyd', with a stylized, cursive script.

George Lloyd  
**Managing Director**