

Issue Date: April 2022

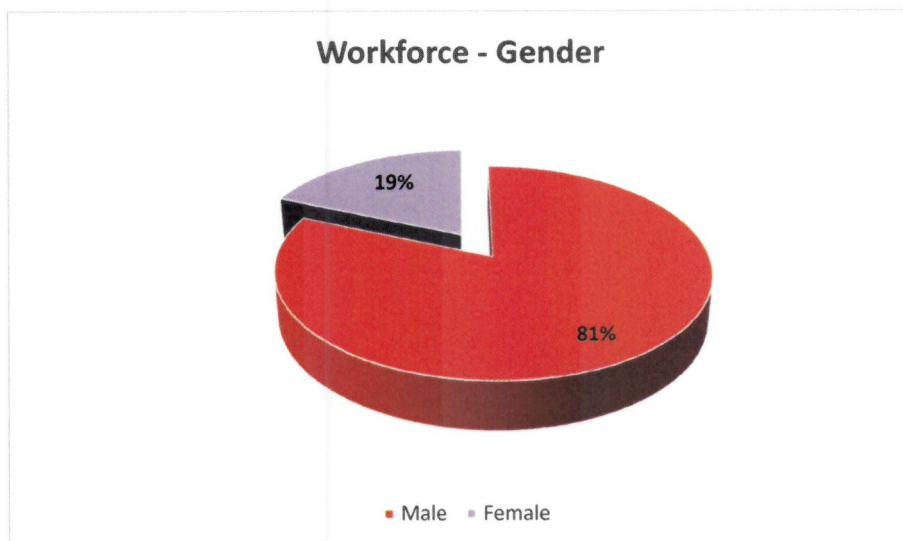
Gender Pay Gap Report – Lloyd Limited

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 5th April 2021.

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

On 5th April 2021 there were 270 employees, 220 were male and 50 were female.

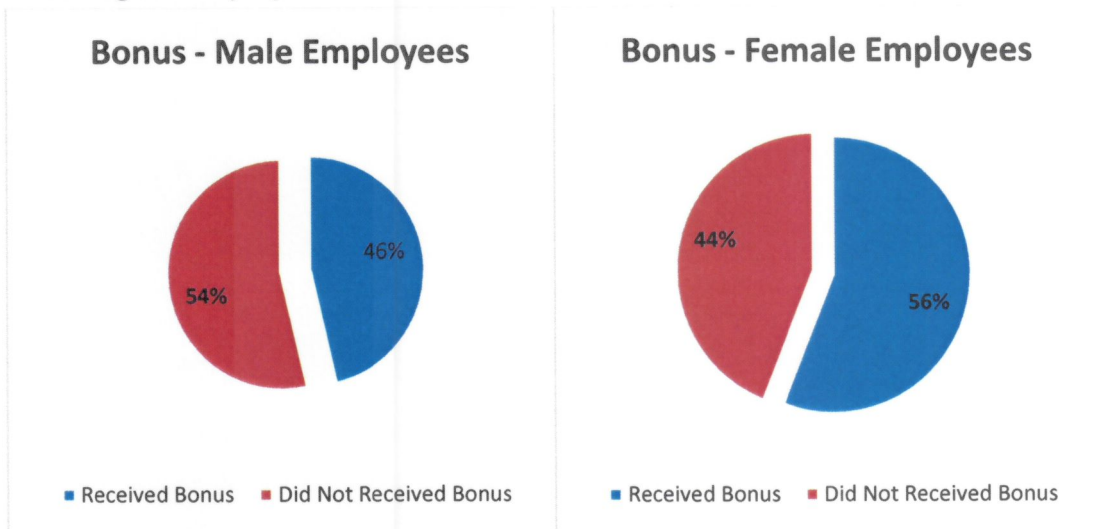


1. Difference in hourly rate of pay (mean) is **16.75%**
2. Difference in hourly rate of pay (median) is **21.73%**
3. Difference in bonus pay (mean) is **63.43%**
4. Difference in bonus pay (median) is **67.05%**

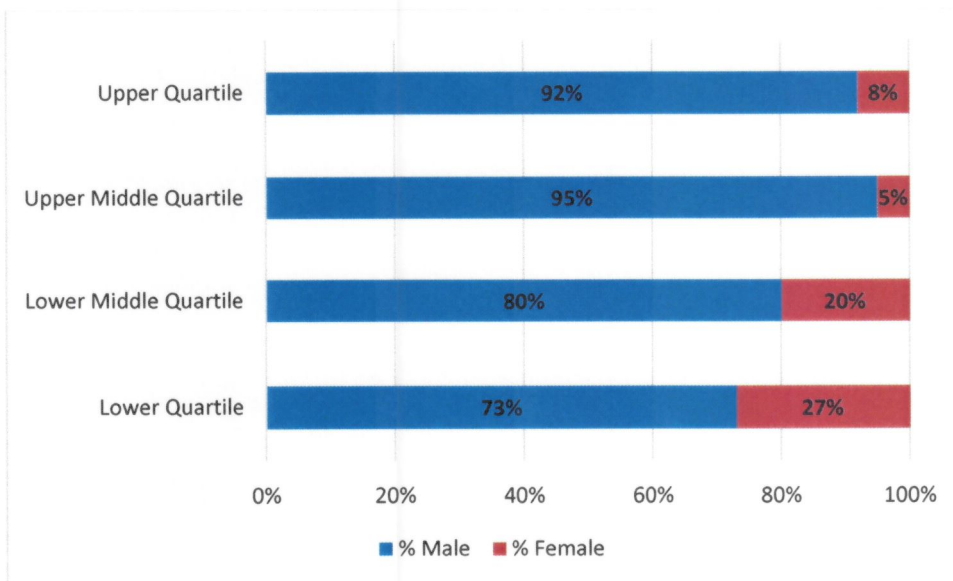
Mean = the difference between the average of male and female pay

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



Compared to the 2021 submission for with a snapshot date of 5th April 2020 there is a larger percentage of female employees receiving a bonus in comparison to male employees. The mean difference in hourly rate of pay and the median difference in hourly rate of pay and bonus pay have decreased. There is also an increase in the number of females in the upper and upper middle pay quartiles and a decrease in the number of females in the lower quartile in comparison to the 2021 submission.

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', written in a cursive style.

George Lloyd
Managing Director