

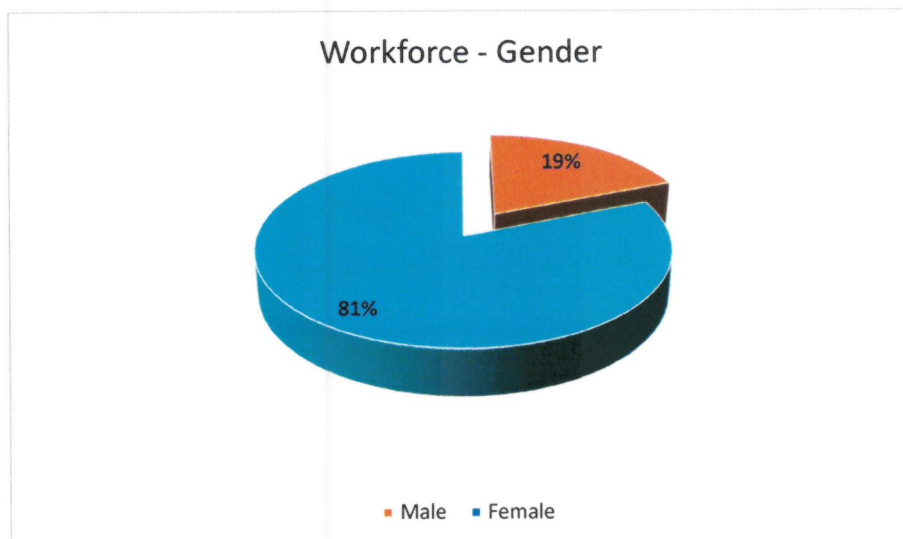
## Gender Pay Gap Report – Lloyd Limited

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 2022.

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

On 5<sup>th</sup> April 2022 there were 267 employees, 216 were male and 51 were female.

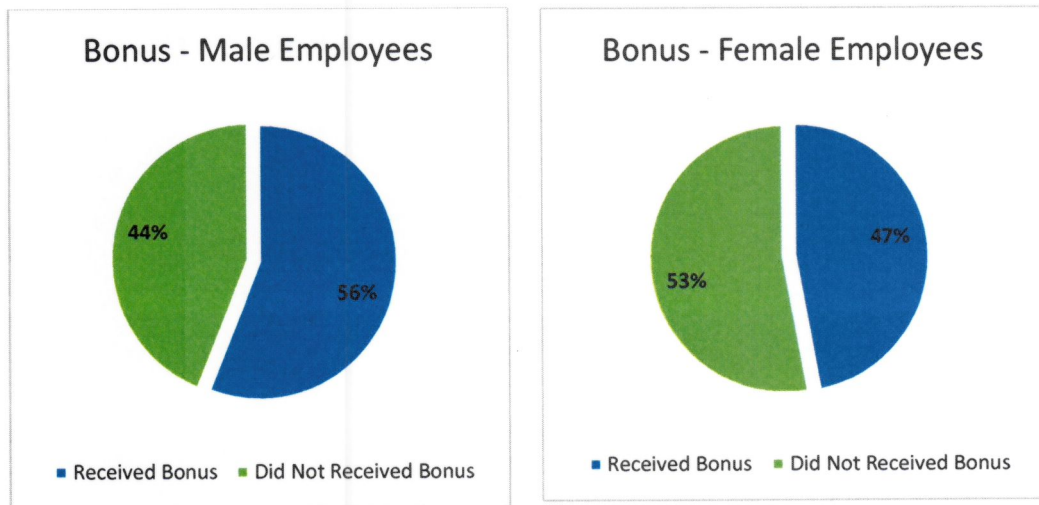


1. Difference in hourly rate of pay (mean) is **21.74%**
2. Difference in hourly rate of pay (median) is **9.76%**
3. Difference in bonus pay (mean) is **63.10%**
4. Difference in bonus pay (median) is **69.81%**

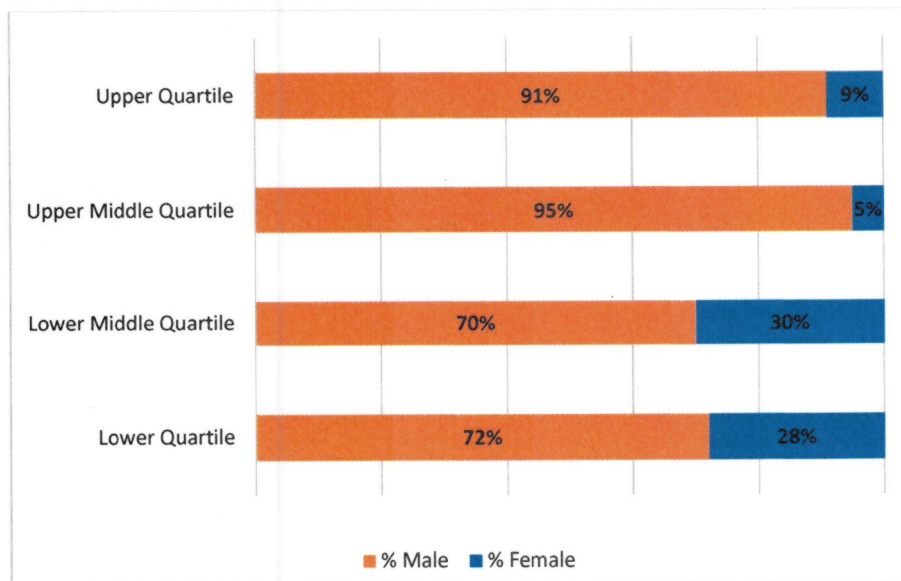
*Mean = the difference between the average of male and female pay*

*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 based on the snapshot data, we have more male employees in roles that attract commission and performance related bonus schemes (such as Sales Representatives).

Compared to the 2022 submission for with a snapshot date of 5<sup>th</sup> April 2021 there is a similar percentage of male and female employees receiving bonus payments. The workforce gender split has not changed.

The mean difference in bonus pay and the median difference in hourly rate of pay have decreased. There is also an increase in the number of females in higher pay quartiles in comparison to previous years.

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

A handwritten signature in dark ink, appearing to read 'George Lloyd', is positioned above the printed name.

George Lloyd  
**Managing Director**