

Issue Date: March 2024

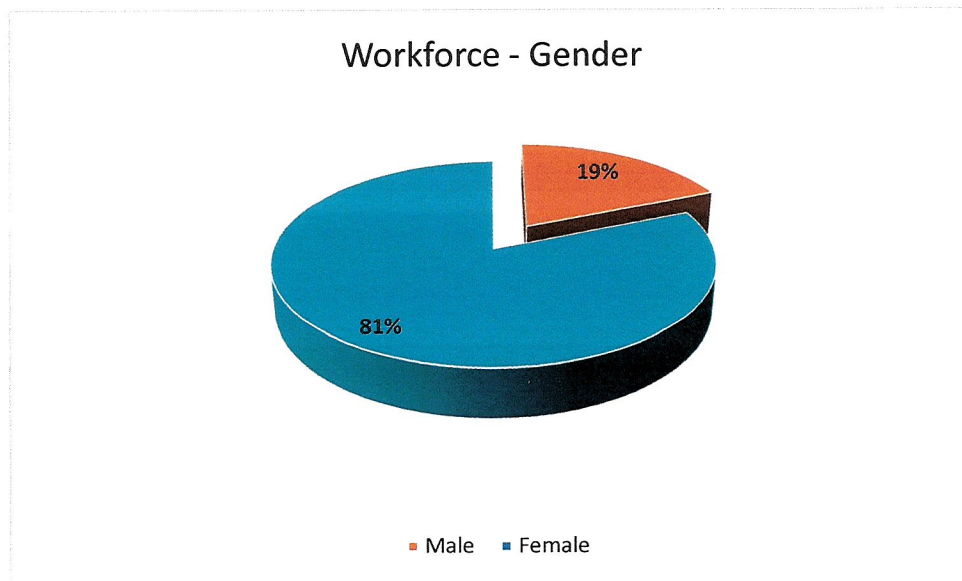
Gender Pay Gap Report – Lloyd Limited

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 2023.

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

On 5th April 2023 there were 275 employees, 223 were male and 52 were female.

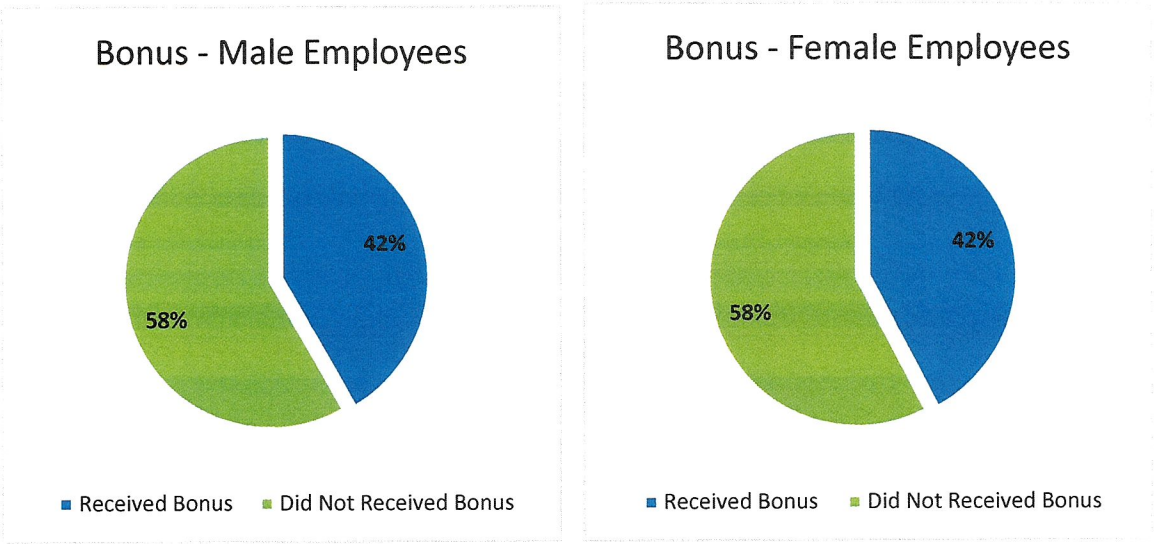


1. Difference in hourly rate of pay (mean) is **25.29%**
2. Difference in hourly rate of pay (median) is **22.30%**
3. Difference in bonus pay (mean) is **67.39%**
4. Difference in bonus pay (median) is **90.58%**

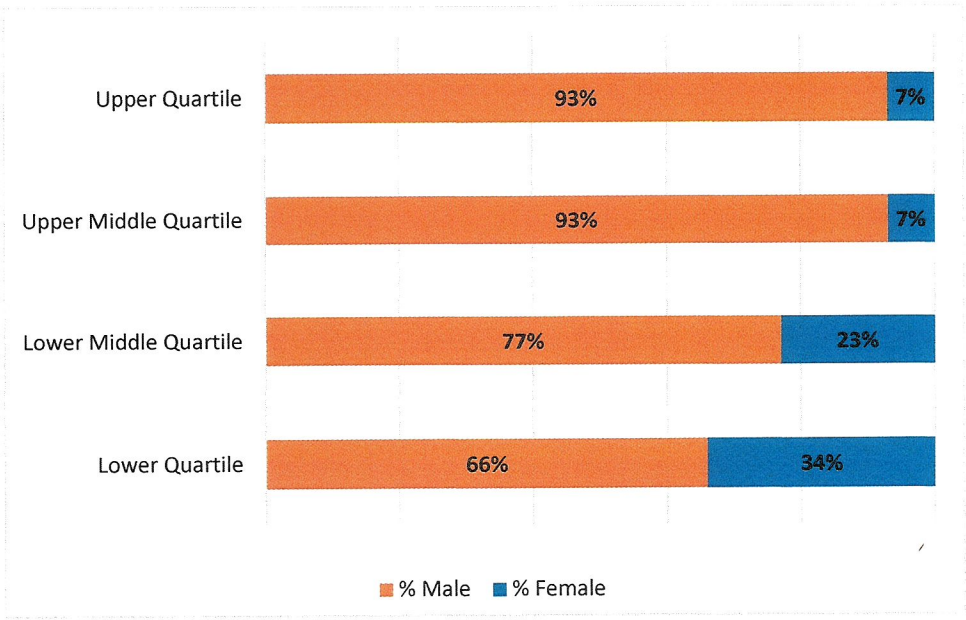
Mean = the difference between the average of male and female pay

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 the same percentage of male and female employees received a bonus. The workforce gender split has not changed has not changed from the 2023 submission.

The mean and median difference in bonus pay has increased since the 2023 submission. This is due to the fact that based on the snapshot data, we have more male employees in roles that attract higher bonus payments (such as Sales Representatives).

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.



George Lloyd
Managing Director