

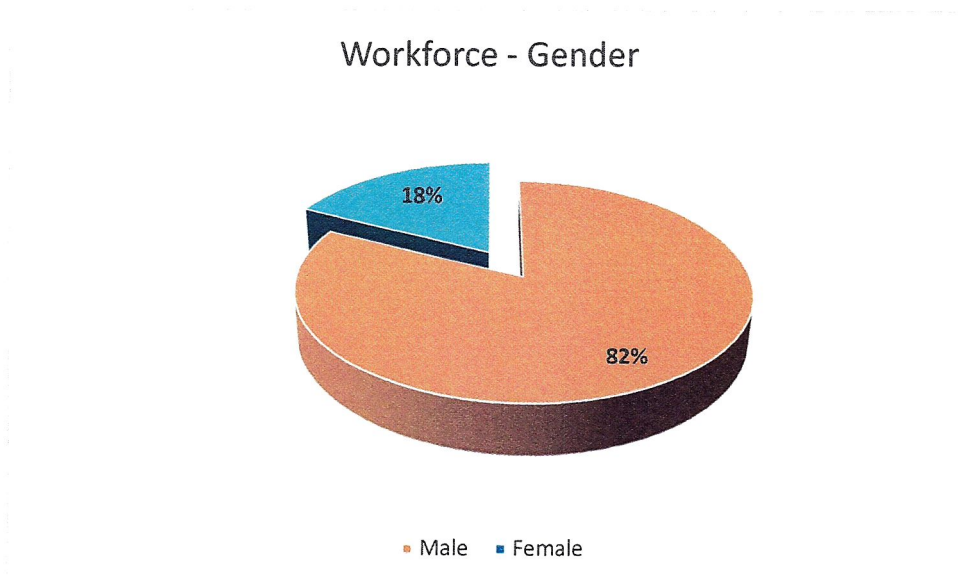
Gender Pay Gap Report – Lloyd Limited

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 2024.

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

On 5th April 2024 there were 282 employees, 232 were male and 50 were female.

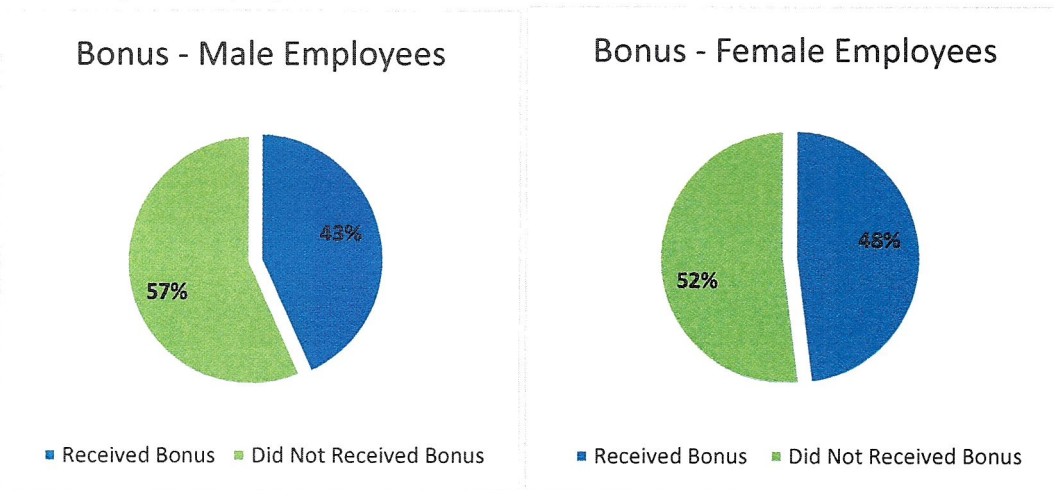


1. Difference in hourly rate of pay (mean) is **22.43%**
2. Difference in hourly rate of pay (median) is **18.45%**
3. Difference in bonus pay (mean) is **75.86%**
4. Difference in bonus pay (median) is **85.46%**

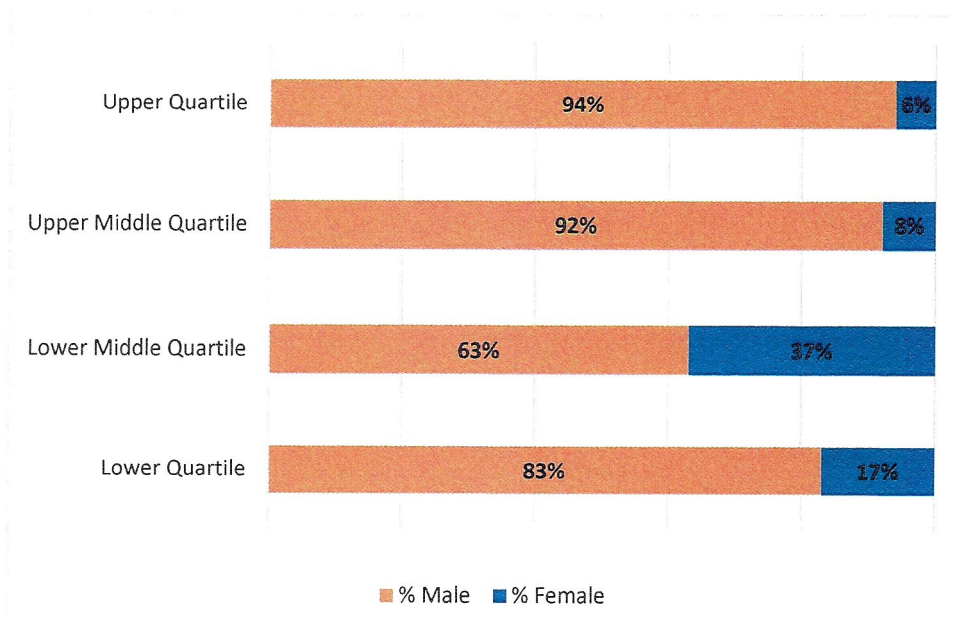
Mean = the difference between the average of male and female pay

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 a higher percentage of female employees received a bonus in comparison to male employees. The workforce gender split has not changed significantly from the 2024 submission.

The mean and median difference in hourly rate of pay has decreased since the previous submission. The median difference in bonus pay has also decreased. There is also a lower percentage of female employees in the lower pay quartile in comparison to the 2024 submission.

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 black ink, appearing to read 'G Lloyd'.

George Lloyd
Managing Director