

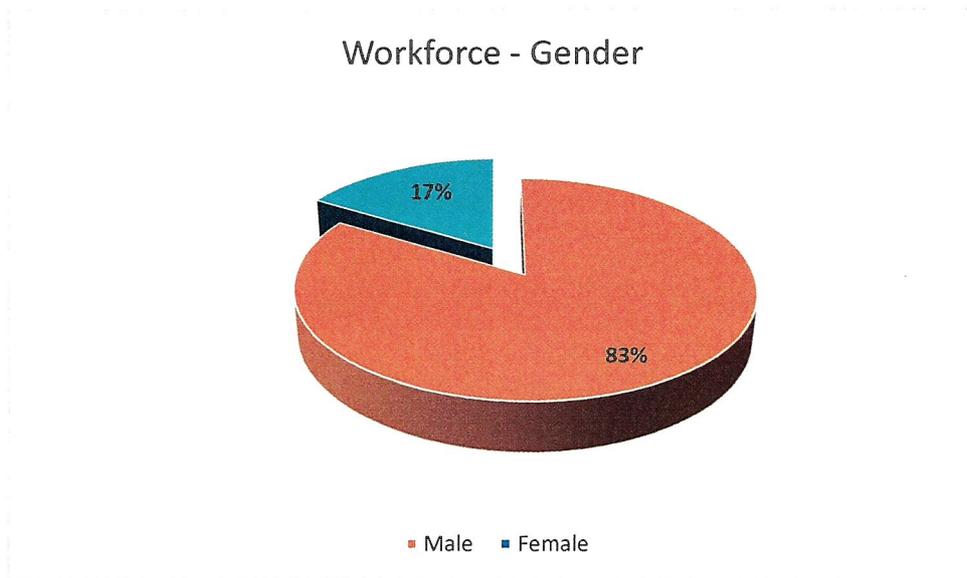
Issue Date: March 2026

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 2025.

On 5th April 2025 there were 254 employees, 212 were male and 42 were female.

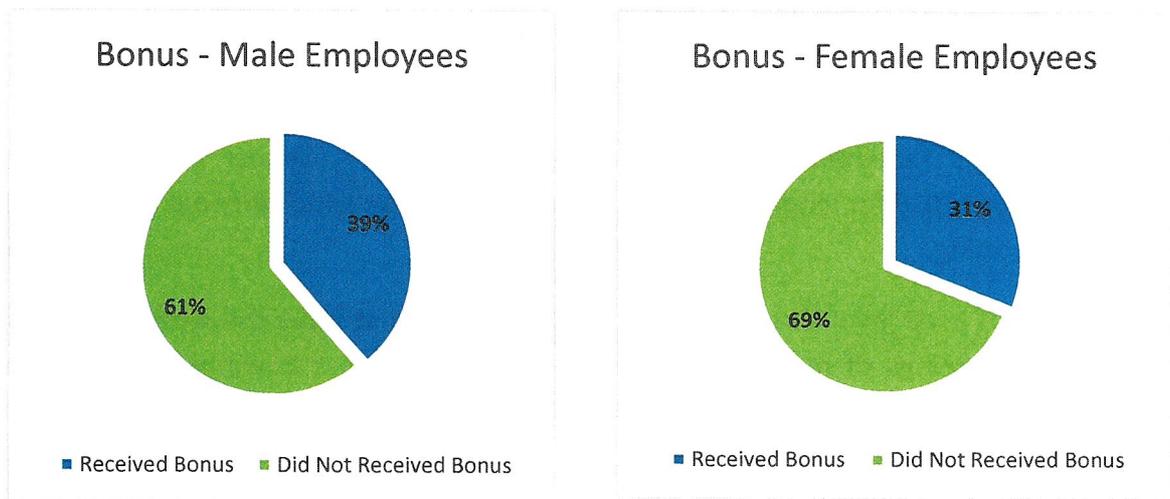


1. Difference in hourly rate of pay (mean) is **17.20%**
2. Difference in hourly rate of pay (median) is **14.82%**
3. Difference in bonus pay (mean) is **80.84%**
4. Difference in bonus pay (median) is **92.25%**

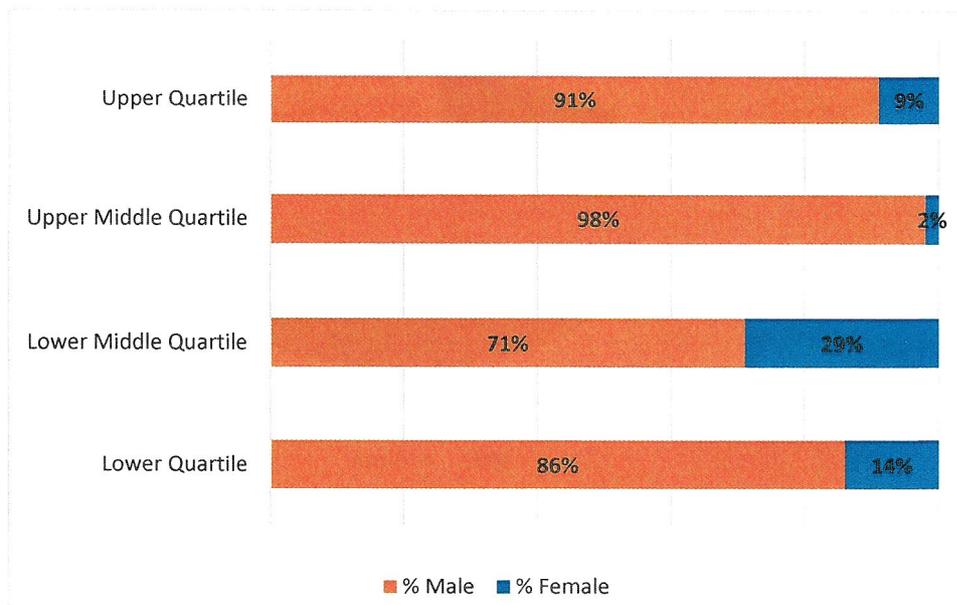
Mean = the difference between the average of male and female pay

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



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

The workforce gender split has not changed significantly from the 2025 submission. Our data shows that the mean and median difference in hourly rate of pay has decreased since the previous submission.

Overall, a smaller percentage of employees received a bonus in comparison to the previous submission. This is reflected in both the percentage of males and females that received a bonus.

Compared to the previous submission, there has been an increase in the percentage of females in the upper pay quartile and a decrease in the percentage of females in the lower pay quartile.

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', written in a cursive style.

George Lloyd
Managing Director

