

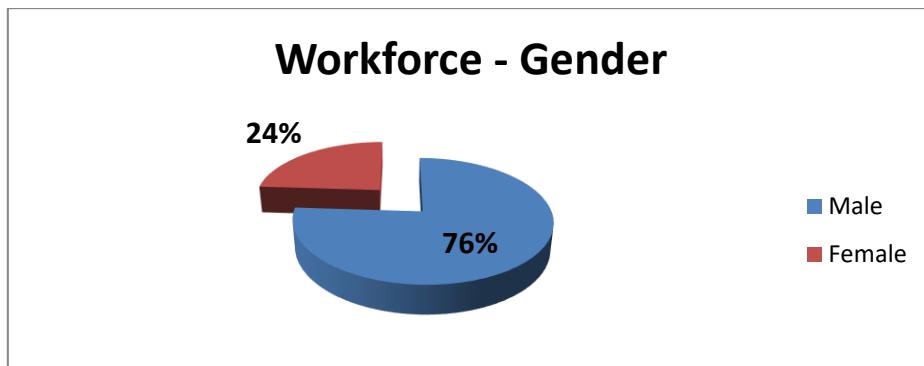
## Gender Pay Gap Report – Lloyd Motors Ltd

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 2019.

The automotive industry is traditionally male dominated, however, we have seen an increase in female employees joining our organisation in the past few years, and some of those appointments have been at senior management level.

On 5<sup>th</sup> April 2019 there are 1030 employees, 76% of which are male and 24% are female.

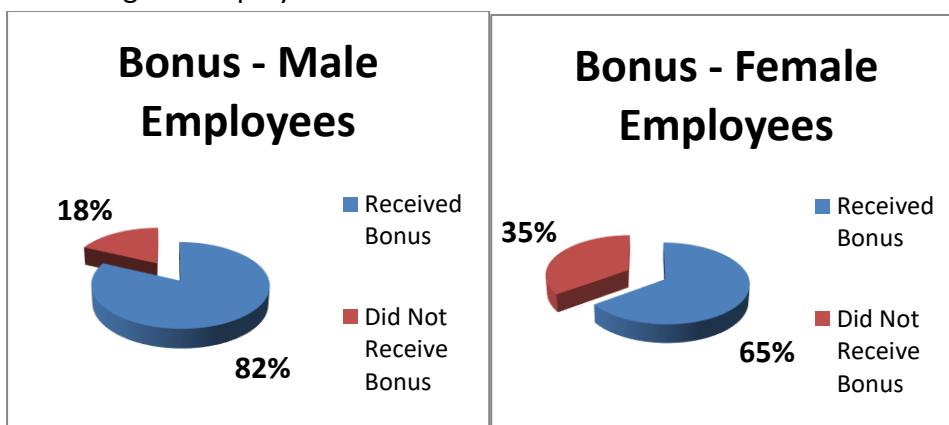


1. Difference in hourly rate of pay (mean) is **10.3%**
2. Difference in hourly rate of pay (median) is **3.9%**
3. Difference in bonus pay (mean) is **63.4%**
4. Difference in bonus pay (median) is **65.5%**

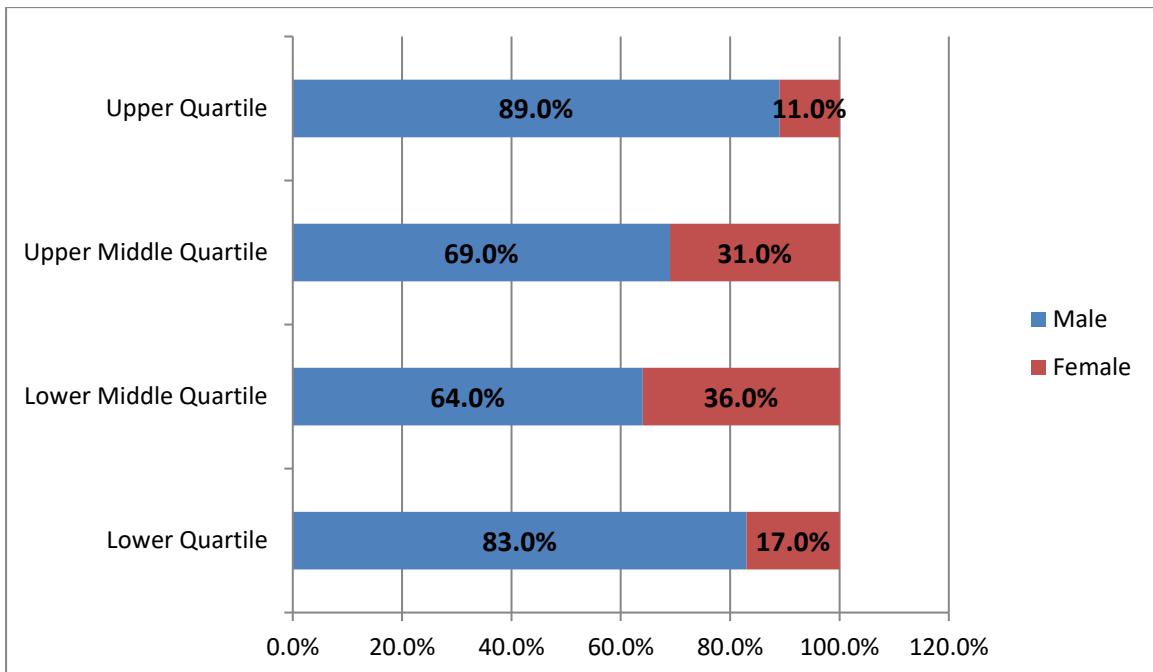
*Mean = the difference between the average of men's and women's pay*

*Median = the difference between the midpoints in the ranges of men's and women's 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 employees being paid bonus compared to female employees. This is due to the fact that we have more male employees at senior level or are in roles that attract a performance related bonus scheme. However, there has been a 7% increase in the proportion of female employees being paid bonus from the previous year.

Compared to 2019 submission for snapshot date 5<sup>th</sup> April 2018, our figures have remained similar. The headcount has increased by 4%, but the percentage of male and female employees has remained the same. The Mean Hourly Rate gap between male and female has reduced by 0.3% and the Median Hourly Rate gap between male and female has increased by 0.4%. The difference in Mean Bonus Pay has increased by 2.5% but the difference in Median Bonus Pay has reduced by 9%.

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.

Bryan Lloyd  
Managing Director