

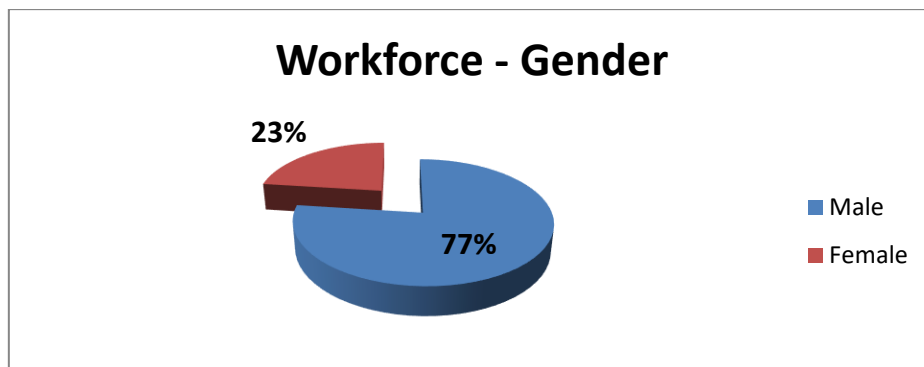
## Gender Pay Gap Report – Lloyd Motors Ltd

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 2020.

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 2020 there are 1010 employees, 77% of which are male and 23% are female.

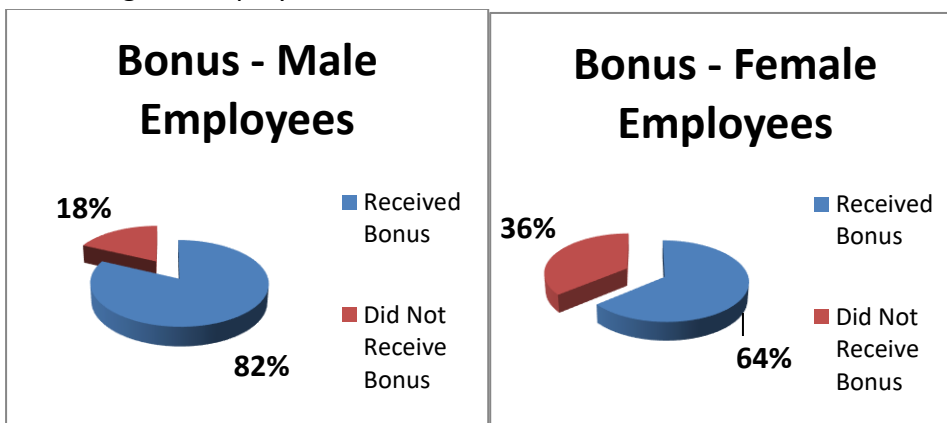


1. Difference in hourly rate of pay (mean) is **10.1%**
2. Difference in hourly rate of pay (median) is **4.6%**
3. Difference in bonus pay (mean) is **56.6%**
4. Difference in bonus pay (median) is **54.3%**

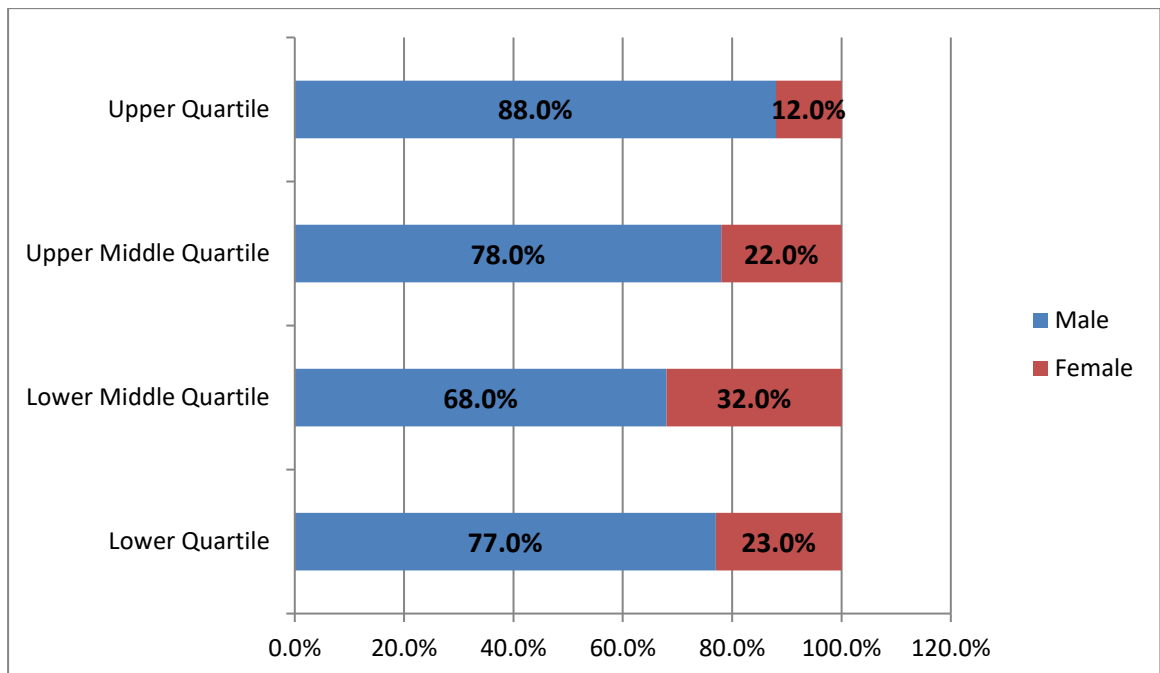
*Mean = the difference between the average of men's and women's pay*

*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.

Compared to 2020 submission for snapshot date 5<sup>th</sup> April 2019, our figures have remained similar. The overall headcount has decreased by approximately 2%, and there are 1% fewer female employees than compared to the previous year (now 23%).

The Mean Hourly Rate gap between male and female has reduced by a further 0.2% and the Median Hourly Rate gap between male and female has decreased by 0.7%. There have been notable decreases in the differences between Mean Bonus Pay (6.8%) and Median Bonus Pay (11.2%), bringing the hourly rate and bonus pay received by female employees closer to that received by male employees.

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**