

GENDER PAY GAP

Luceco have now conducted its third analysis required by the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, for the financial year ending 31st December 2019, the results of which are published below.

I can confirm that the published data is accurate and is in accordance with the Act.

Like many other employers, our data continues to show a gender pay gap which is a consequence of a difference in the distribution of roles between the genders. A higher proportion of men fill in senior positions in the company.

I continue to take this matter very seriously and believe that our results for the financial year ending 31st December 2019 will continue to show this. I am committed to ensuring Luceco remains an employer of choice for the entire working population, with equal opportunities for all, to achieve their career aspirations within our company and as a result, we have a number of plans in place to continue to reduce the size of the gap further over the coming year, as well as continuing to deliver on the plans that we put into place in 2019.

These plans fall under three broad categories: monitoring of recruitment and progression, monitoring of take-up and impact of flexible working and the monitoring of rewards.

In respect of the monitoring of recruitment and progression, we have plans in place to invest in creating a robust recruitment strategy for Luceco plc in 2020, which will not only include additional resource in this area, but also extensive investment in systems which will support the monitoring of this information. We will also continue to operate our annual Employee Opinion Survey, in order to gain feedback on how our policies and practices in this area (as well as others, of course) are operating.

Significant changes have already taken place to improve the monitoring, take-up and impact of flexible working. Not only have we reduced the number of hours in the working week across the business for all, we have now moved away from Statutory Maternity Pay only and have introduced Company Maternity Pay. We continue to promote maternity, paternity and shared parental leave options for new and expectant mothers and fathers. We have also seen an increase in the numbers of flexible working requests that are granted across the business in 2019 and will continue to promote these practices.

Significant changes have been made to reward structures. Rewards now have a clearer link to defined performance making it easier for us ensure that no gender bias exists.

We are confident that these plans are an adequate response to the measured gap.

A handwritten signature in black ink, appearing to read "J Hornby".

John Hornby
CEO

1. Difference in hourly rate of pay – mean: 38.8 %

2. Difference in hourly rate of pay – median: 25.9 %

3. Difference in bonus pay – mean: 97.0 %

4. Difference in bonus pay – median: 99.0 %

5. Percentage of employees who received bonus pay

Male: 100%

Female: 100%

6. Employees by pay quartile

Upper Quartile Male: 87.5 %

Upper Quartile Female: 12.5 %

Upper Middle Quartile Male: 100.0 %

Upper Middle Quartile Female: 0.0 %

Lower Middle Quartile Male: 100.0 %

Lower Middle Quartile Female: 0.0 %

Lower Quartile Male: 100.0 %

Lower Quartile Female: 0.0 %