

## **GENDER PAY GAP – YEAR ENDING 31<sup>ST</sup> DECEMBER 2020**

Luceco have now conducted its fourth analysis required by the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, for the financial year ending 31<sup>st</sup> December 2020, 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 senior positions in the company.

I continue to take this matter very seriously and believe that our results for the financial year ending 31<sup>st</sup> December 2020 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 2020.

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 and implementing a robust recruitment and retention programme for Luceco plc in 2021, which will have a real focus on talent and those identified as high potential and in particular ensuring that the female population feel supported in reaching their full potential at Luceco plc, without bias. 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 and a Focus Group will be created, spearheaded by those females in Senior Management positions at Luceco plc that are able to take on the roles of Mentors, in order to give Gender Equality the platform that it deserves.

Significant changes have already taken place to improve the monitoring, take-up and impact of flexible working. Not only did we reduce the number of hours in the working week across the business for all in 2020, moved away from Statutory Maternity Pay only and introduced Company Maternity Pay in 2019 and continue to promote maternity, paternity and shared parental leave options for new and expectant mothers and fathers, some of the challenges that COVID-19 brought to the business in 2021 allowed us to put those improvements into practice. Recent research has shown that COVID-19 has had a particularly adverse effect on working mothers and their ability to maintain a sustainable work/life balance. Here at Luceco plc we have allowed all staff who are able to work from home to do so, which has been in place now since March 2020. We have taken a flexible approach to individuals finding their own work/life balance, focusing on output rather than the number of hours worked within the working week. For those that are unable to carry out their duties from home, we have taken an increasingly supportive approach to dependency leave, whether that be due to lack of childcare, school closures etc. We are confident that these measures that have been taken have made our female workforce in particular, feel that they have an equal platform to their male counterparts, during this extremely difficult period.

Significant changes have also been made to reward structures. Rewards continue to have a clearer link to defined performance making it easier for us ensure that no gender bias exists supported now by a robust Appraisal process. There will be a continued focus throughout 2021 on reviewing and improving reward and recognition structures versus current market practice, with a focus on flexible benefits that are able to have a real impact on work/life balance.

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



John Hornby  
CEO

18<sup>th</sup> February 2021

- 1. Difference in hourly rate of pay – mean: 37.5 %**
- 2. Difference in hourly rate of pay – median: 37.5 %**
- 3. Difference in bonus pay – mean: 79.0 %**
- 4. Difference in bonus pay – median: 62.0 %**
- 5. Percentage of employees who received bonus pay**
  - Male: 42.9 %**
  - Female: 28.2 %**
- 6. Employees by pay quartile**
  - Upper Quartile Male: 94.1 %**
  - Upper Quartile Female: 5.9 %**
  - Upper Middle Quartile Male: 67.6 %**
  - Upper Middle Quartile Female: 32.4 %**
  - Lower Middle Quartile Male: 59.7 %**
  - Lower Middle Quartile Female: 40.3 %**
  - Lower Quartile Male: 60.9 %**
  - Lower Quartile Female: 39.1 %**