

## **GENDER PAY GAP – YEAR ENDING 31<sup>ST</sup> DECEMBER 2021**

The Luceco Group have now conducted their fifth analysis required by the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, for the financial year ending 31<sup>st</sup> December 2021, the results of which are published below.

We 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 and it is these few individuals whose pay dominates and distorts the “mean” difference in hourly rates of pay and bonus pay.

That is why it is extremely important for us as a business to highlight the “median” differences in hourly rates of pay and bonus pay, as we believe that this is a truer reflection of the business as a whole and evidences that women within the Luceco Group are paid on par if not more in some circumstances, than men.

Since the reporting of our gender pay gap figures in 2021, we introduced a “Gender Equality Survey” across the Group and we asked the women of Luceco to answer the following questions:

- I believe my company treats women with respect
- I believe my company treats women the same as men
- I believe women and men have equal opportunity for career progression at Luceco
- I believe the following actions would improve the career progression of women in Luceco
  - A change in the culture or mindset of the industry we operate in toward women in more senior positions
  - A change in the culture or mindset of Luceco toward women in more senior positions
  - Actions to ensure greater gender equality when employees are selected for promotion
  - Improved maternity benefits to reduce the likelihood of women leaving the company to start a family before they have fulfilled their potential
  - Improved arrangements to encourage women to return to work after maternity
  - Greater flexibility in working hours / location that make it easier for women to continue their career with the company
  
- I would recommend a career at Luceco to female friends or family members

We continue to take the issue of gender equality very seriously and believe that our direct approach of asking the women of Luceco for their views, and planning our gender diversity strategy for 2022 around this feedback shows a real commitment 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.

We strongly believe that the invaluable feedback that our female population has provided to us, together with the plans that we started to put into place in 2021, will continue to reduce the size of the gap further over the coming year.

We are confident that this combined approach is an adequate response to the measured gap.

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

John Hornby  
CEO

24<sup>th</sup> March 2022

- 1. Difference in hourly rate of pay – mean: 45.8 %**
- 2. Difference in hourly rate of pay – median: - 6.4 %**
- 3. Difference in bonus pay – mean: 70.4 %**
- 4. Difference in bonus pay – median: - 6.6 %**
- 5. Percentage of employees who received bonus pay**
  - Male: 96.2 %**
  - Female: 91.6 %**
- 6. Employees by pay quartile**
  - Upper Quartile Male: 92.5 %**
  - Upper Quartile Female: 7.5 %**
  - Upper Middle Quartile Male: 76.9 %**
  - Upper Middle Quartile Female: 23.1 %**
  - Lower Middle Quartile Male: 69.2 %**
  - Lower Middle Quartile Female: 30.8 %**
  - Lower Quartile Male: 56.6 %**
  - Lower Quartile Female: 43.4 %**