

GENDER PAY GAP – YEAR ENDING 31ST DECEMBER 2023

Luceco plc have now conducted their seventh analysis required by the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, for the financial year ending 31st December 2023, the results of which are published below.

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” and “median” difference in hourly rates of pay and bonus pay.

We continue to take the issue of gender equality very seriously and there is a commitment to ensure that Luceco remains an employer of choice for the entire working population, with equal opportunities for all to achieve their career aspirations within our company.

In addition we have diversity, equity and inclusion commitments as part of the People First Strategy (summarised below). We are fully committed to achieving these and strongly believe they will continue to reduce the size of the gap further over the coming year.

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

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

John Hornby
CEO

12th March 2024

- 1. Difference in hourly rate of pay – mean: 43.1 %**
- 2. Difference in hourly rate of pay – median: 41.2 %**
- 3. Difference in bonus pay – mean: 60.4 %**
- 4. Difference in bonus pay – median: 33.6 %**
- 5. Percentage of employees who received bonus pay**
 - Male: 90.1 %**
 - Female: 92.1 %**
- 6. Employees by pay quartile**
 - Upper Quartile Male: 91.5 %**
 - Upper Quartile Female: 8.5 %**
 - Upper Middle Quartile Male: 79.3 %**
 - Upper Middle Quartile Female: 20.7 %**
 - Lower Middle Quartile Male: 65.5 %**
 - Lower Middle Quartile Female: 34.5 %**
 - Lower Quartile Male: 59.3 %**
 - Lower Quartile Female: 40.7 %**

	ISSUE	OUR COMMITMENT TO CLOSING THE GENDER PAY GAP	
Nurture and develop our culture	Gender inclusion is not talked about, driven or celebrated across the organization currently	Continue to offer flexible hybrid working to suit the needs of the business function you work in	
		Menopause policy launch. To raise awareness, support women in the workplace, <u>and also</u> managers in supporting their people	
		Introduce mental health first aider training to the business	
Drive engagement and happiness	Poor scores for overall engagement across the organization from our surveys and listening groups	Celebrate International Women's Day with our teams, raising awareness of inclusion and how we will make this better together	
		Introduce further questions around diversity and inclusion to the employee engagement survey	
Reward and recognise our people	Reward and benefits packages not fair, consistent or transparent LTIP awards as an example: <ul style="list-style-type: none"> • 12 people awarded senior LTIPs (50%)-1 of these is female • 13 people awarded lower level LTIPs (25%)-4 of these are female • 40 people awarded retention LTIPs (10%)-4 of these are female In total, 67 people (<u>inc</u> CEO and CFO) receive long term incentives, 5 of these are female (7%)	Complete a full analysis of rewards and benefits across all levels with a gender lens and recommendations to fix	
		Our reward focus group will be challenged to think of a reward to support the mental health of our colleagues	
Build leadership and learning	Currently no talent, succession and career mapping in place	Introduce an integrated talent model including talent and succession tools and a review with a gender lens	
		All high potentials to be offered mentors and coaches	
		We aim for more high potential colleagues to be female	
Talent fit for future	Although this is a male bias industry, we need to work harder at attracting females into selection pools Asking for salary history at offer stage - It is based on perceived worth and negotiating skills and widens gender pay	Females in all talent pools before commencing interviews	
		An offer will be based on skills and experience , in line with external market rate and other roles with similar levels of responsibility	
		Run all job adverts through TEXTIO before advertising to remove gender bias	