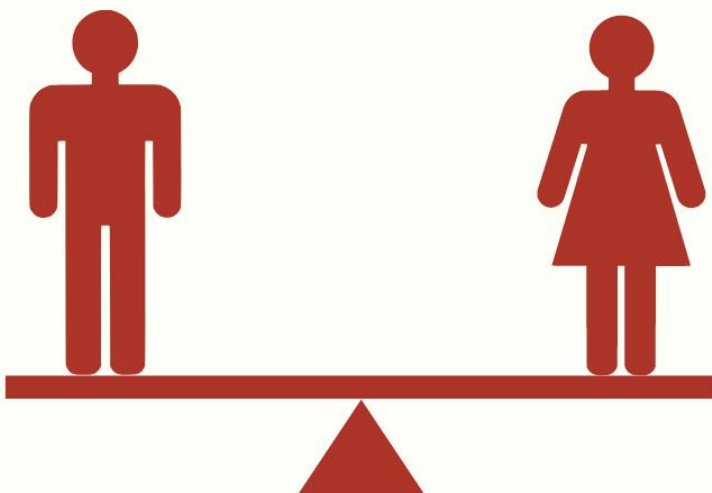


# 2021 GENDER PAY GAP

## Lyons Davidson Report and Commentary



In line with the gender pay gap legislation, we are happy to report on our gender pay gap for workers in scope on the snapshot date: 5 April 2021.



### OUR PAY QUANTILES ARE AS FOLLOWS:

#### Lower Quartile %

71.3%

28.7%



#### Lower Middle Quartile %

60.7%

39.3%



#### Upper Middle Quartile %

78.7%

21.3%



#### Upper Quartile %

64.5%

35.5%



## LYONS DAVIDSON HEADLINE GENDER PAY FIGURES:

THE FOLLOWING DATA IS BASED ON COMPARISON OF GROSS HOURLY RATES OF PAY IN THE PAY PERIOD (INCLUDING THE SNAPSHOT DATE) AND BONUSES PAID IN THE YEAR UP TO 5 APRIL 2021. OUR MEAN AND MEDIAN PAY GAPS HAVE REDUCED FROM OUR 2020 FIGURES:

\*WE HAVE A QUASI-EMPLOYED ROLE AND WHILST THE CIRCUMSTANCES ARE EXCEPTIONAL AND UNIQUE, WE'RE REQUIRED TO INCLUDE PAY FOR THIS ROLE IN OUR GENDER PAY GAP REPORT. WHEN THIS ROLE IS INCLUDED, OUR GENDER PAY GAP FOR 2021 IS -4.8% MEDIAN AND 15.2% MEAN. THE BONUS DATA REMAINS UNCHANGED.

April 2021	Median (%)	Mean (%)
Gender pay gap	-4.8	3.3*
Gender bonus pay gap	0	-8

LYONS DAVIDSON HAS STRUCTURED JOB GRADES THROUGHOUT THE COMPANY, WITH SALARY BANDS ATTACHED TO EACH JOB GRADE, WHICH ARE REVIEWED ANNUALLY. A REVIEW OF PAY BY JOB GRADE GIVES US CONFIDENCE THAT MEN AND WOMEN ARE PAID FAIRLY AND EQUALLY WHERE THEY ARE DOING EQUIVALENT JOBS.

BONUS ALLOCATION UNDER THE ANNUAL DISCRETIONARY BONUS SCHEME IS LINKED TO PERFORMANCE MEASURES -ANNUAL APPRAISAL SCORES BEING ONE KEY INDICATOR. EVEN THOUGH BONUSES WERE NOT AVAILABLE IN 2021 DUE TO THE IMPACT CAUSED BY THE COVID-19 PANDEMIC, WE'RE CONFIDENT THAT OUR BONUS SYSTEM ALLOCATION (WHEN AVAILABLE TO STAFF) IS BASED ON FAIR CRITERIA WHICH IS OBJECTIVELY ASSESSED AND NOT LINKED TO GENDER. OUR LONG SERVICE AWARDS CONTINUED DURING THE COVID-19 PANDEMIC AND WE HAVE INCLUDED THESE IN OUR REPORTABLE DATA, AS REQUIRED. LONG SERVICE AWARDS IN THE FORM OF VOUCHERS ARE GIVEN TO STAFF AFTER 10 YEARS, 20 YEARS AND 30 YEARS' SERVICE. THE AMOUNTS GIVEN ARE DICTATED BY THE LENGTH OF SERVICE. OUR LONG SERVICE AWARDS IN THE REPORTABLE PERIOD ARE PROPORTIONATE WITH OUR WORK FORCE GENDER SPLIT AND WE ARE SATISFIED THAT THERE IS NO GENDER BIAS IN OUR LONG SERVICE AWARD SCHEME.

## OUR CONTINUED COMMITMENT TO ENSURING GENDER EQUALITY

WE ARE COMMITTED TO PROMOTING EQUAL OPPORTUNITIES AND CREATING A DIVERSE WORKFORCE WITHIN OUR BUSINESS. WE REVIEW SALARY BANDS ON AN ANNUAL BASIS AND TAKE INTO ACCOUNT SECTOR-APPROPRIATE MARKET DATA. WE WILL CONTINUE TO CONDUCT ANNUAL SALARY BAND REVIEWS AND ALSO TARGETED REVIEWS TO ENSURE THAT OUR OVERALL PAY GAP AND ANY GAPS EXISTING BY JOB GRADE ARE IMPROVED. WE ARE CONFIDENT THAT OUR EXISTING RECRUITMENT PROCESS IS FAIR AND, TRANSPARENT.

WE ARE PROUD TO PROMOTE ALL ASPECTS OF EQUALITY AND DIVERSITY AT LYONS DAVIDSON AND WE ARE COMMITTED TO PROVIDING AN ENVIRONMENT WHERE YOU CAN BRING YOUR WHOLE SELF TO WORK. OUR DIVERSITY AND EQUALITY COMMITTEE WORKS TO PROMOTE AND IMPROVE OUR WORKING ENVIRONMENT SO THAT IT CONTINUES TO EMBRACE OUR DIVERSITY STATEMENT.

Signed: *MLennaghan*

## OUR DIVERSITY STATEMENT:

"WORKPLACE DIVERSITY IS NOT JUST ABOUT RECOGNISING DIFFERENCES BUT CELEBRATING THEM. CULTURAL INTEGRATION HAS BEEN A KEY GOAL OF MANY ORGANISATIONS FOR SEVERAL YEARS. AT LYONS DAVIDSON, OUR FOCUS IS NOT ON SYMBOLIC PARTICIPATION. INSTEAD, WE AIM TO VALUE EVERY SINGLE EMPLOYEE AS AN INDIVIDUAL AND ENSURE ALL EMPLOYEES FEEL THEY CAN THRIVE TO ACHIEVE THEIR POTENTIAL. WE PROMOTE EQUALITY AND DIVERSITY THROUGHOUT OUR BUSINESS AND ARE ALWAYS SEEKING WAYS TO EVOLVE AND IMPROVE."