

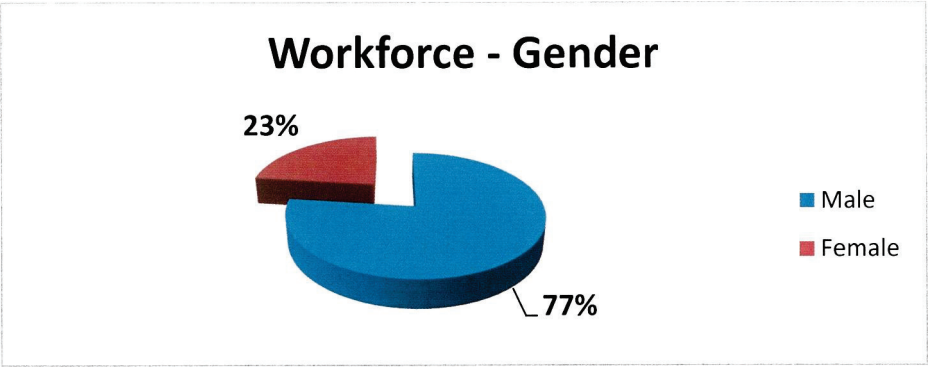
Gender Pay Gap Report – Lloyd Motors Ltd

It is a legal requirement under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 for employers with 250 or more employees to carry out and publish Gender Pay Reporting.

The report itself involves carrying out six calculations that show the difference between the average earnings of men and women in our organisation; it will not involve publishing individual employees’ data. The snapshot date for this report is 5th April 2024.

The automotive industry is traditionally male-dominated; however, we have seen an increase in female employees joining our organisation in the past few years.

On 5th April 2024 (snapshot date) there are 1251 employees, 77% of which are male and 23% are female. Headcount has increased 5% on the previous year due to business growth.

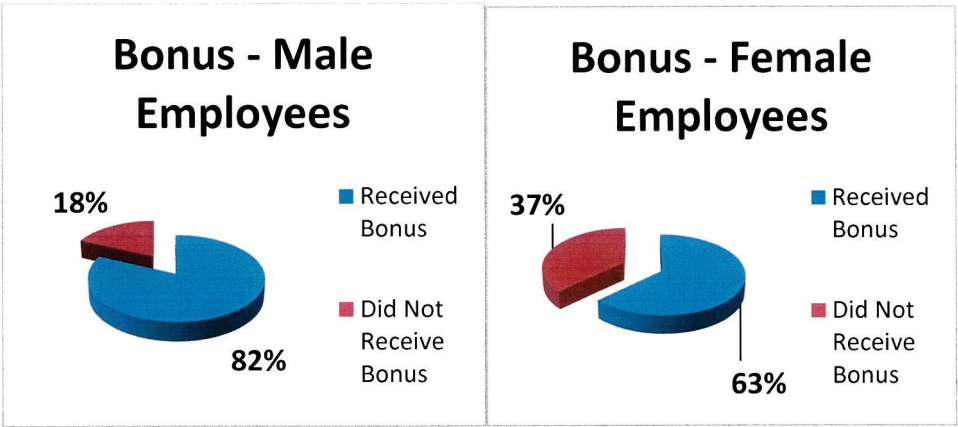


- 1. Difference in hourly rate of pay (mean) is **8.7%**
- 2. Difference in hourly rate of pay (median) is **2.1%**
- 3. Difference in bonus pay (mean) is **56.3%**
- 4. Difference in bonus pay (median) is **38.9%**

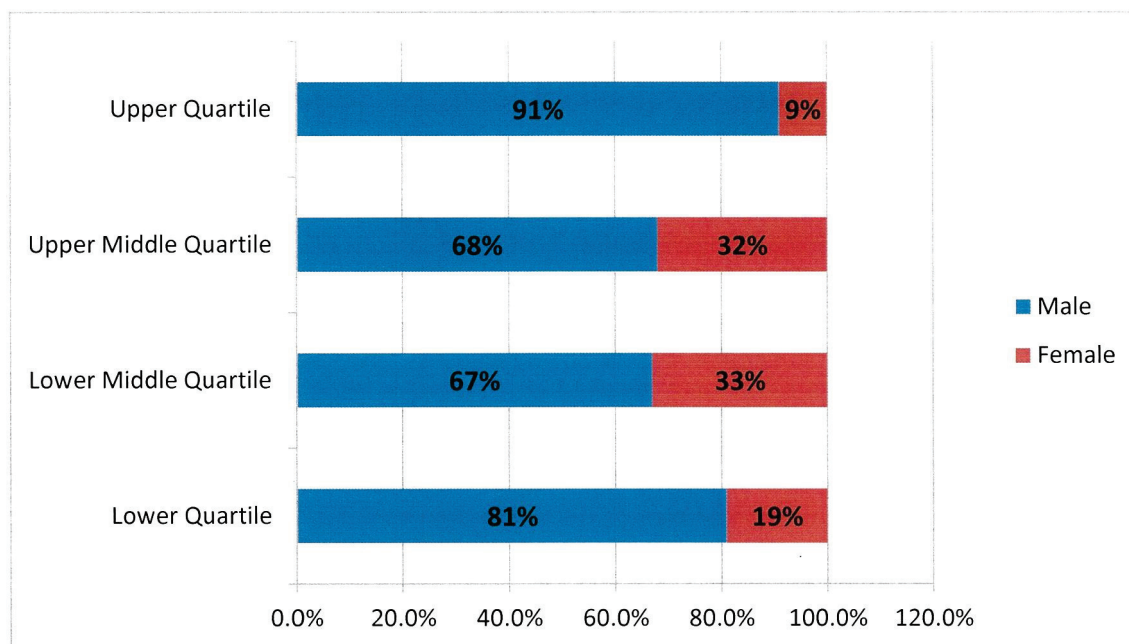
Mean = the difference between the average of men’s and women’s pay

Median = the difference between the midpoints in the ranges of men’s and women’s pay

- 5. Percentage of employees who received bonus



6. Pay Quartiles – the chart below illustrates the gender distribution in four equal parts:



Our data shows that the percentages of both Male and Female employees being paid bonus have significantly reduced when compared to the 2024 submission. This is due to the fact that a Cost-of-Living bonus was awarded to all employees whose earnings were below a certain amount during the 2022/2023 tax year. No Cost-of-Living bonus has been processed for employees during the 2023 / 2024 tax year.

Compared to 2024 submission for snapshot date 5th April 2023, the overall headcount has increased by approximately 5% due to business growth. There are 1% more female employees compared to the previous year (now 23%).

There has been a small increase in the gender pay gap within the Company with reference to the Mean Hourly Rate gap between male and female, which has increased by 2.1% from 6.6% to 8.7%. However, the Median difference in Basic Hourly Rate has now reduced by a further 1.4% on the previous year, and is now down to just 2.1%.

There have been significant reductions in the differences between Mean Bonus Pay and Median Bonus Pay. Excluding the figures for tax year 2022 / 2023 (where a Cost-of-Living bonus was paid to a significant number of employees and falsely inflated the percentages), there is a significant reduction in the difference between both Mean and Median bonuses paid to Male and Female employees:

Tax Year	% Difference in Mean Bonus Pay	% Difference in Median Bonus Pay
2021 / 2022	63.7%	56.7%
2023 / 2024	56.3%	38.9%

It should also be noted that there has been a 3% improvement in the proportion of female employees within the Upper Middle Quartile.

This report must not be confused with equal pay. However, having analysed the data, we are satisfied that the Company operates equal pay for work of equal value.

Signature: _____

Sam Lloyd, Managing Director

Lloyd Motors Ltd

Date: 4th March 2025