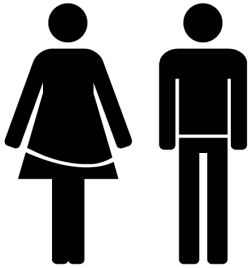




Gender **PAY GAP**

Report—2018



Pay and Bonus Data	MEAN	MEDIAN
Pay Gap	12%	0%
Bonus Gap	-1.4%	13.9%

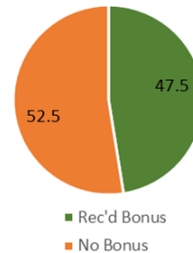
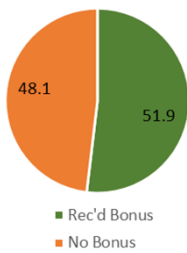
The above table details the pay and bonus gap data in the year up to and including the 5th April 2018.

A positive figures represents where women are receiving lower rates than men and a negative figure where women are receiving higher rates than men. Our overall eligible data shows a 49/51% split of males (49) and females (51) in the work-force. Therefore our median rate is reflective of the same role level for the male and female employees.

We are very pleased to see a maintaining of the Pay Gap difference of 0% in the median rate. As a retailer, we are confident our pay rates have no relation to gender and are only determined by role level. In order to retain staff we have to remain competitive with other employers within the shopping centre/town where we are employing staff. In the middle of our pay data we have over 77 employees on the same pay rate which does explain the 0% median pay gap for the second year running.

This year our mean differential grew to 12% in women’s pay. Two senior female staff left in this reporting year one retiring and one relocating for family reasons, we did not replace one of the roles and this has led to the percentage of men fulfilling

Bonus Pay Data



More Women than Men received a Bonus payment in the year up to and including the 5th April 2018.

51.9% of the eligible females received Bonus Payments in the year of 2018, which is 4.5 points more than the men (47.5% of men received bonus payments)

The Mean Bonus payment was higher for women by –1.4%. We anticipated this last year as we expected more senior female employees in the top quartile to receive bonus payments.

The Median bonus payment was lower for Women by 13.9% compared to Males. More women received bonus payment therefore the Median point is lower down the list of bonus paid amounts, this does provide some explanation of the bonus difference.

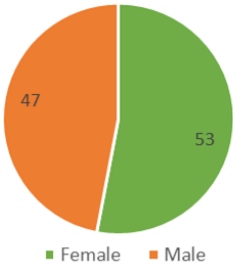


Gender **PAY GAP**

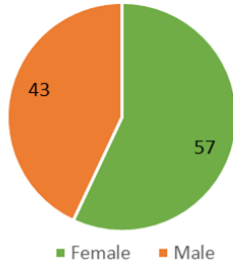
Report—2018

Quartile Data

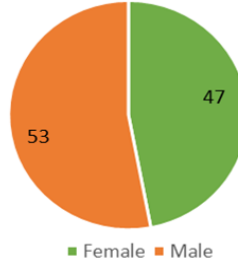
Quartile 1
Male/Female % Split



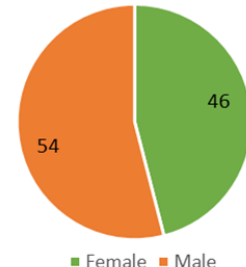
Quartile 2
Male/Female % Split



Quartile 3
Male/Female % Split



Quartile 4
Male/Female % Split



The quartile data shows the distribution of male and female employees in each of the four pay quartiles. The distribution shows more Female employees in the top two quartiles and more Male employees in the bottom two quartiles, last year splits were relatively even across all 4 quartiles.

Certainly in the head office/area management roles, which sit within the top quartile, we have a larger female contingent with a 60/40 split.

In our retail sites, staff is evenly split, when we look at Q2,3 and 4 combined, (which is where the majority of our store staff sit) the distribution of Male/Females was 49.8% to 50.2%.

Summary

Lloyd will continue to ensure we are equally attractive to male and female employees in all locations.

We are in the process of updating our interview packs for store positions to create structured questions over a standardised format. We have always used the same packs and questions for all store staff but feel the questions need revising and we are going to re-introduce a practical assessment for higher level roles.

I can confirm the data published in this report is correct.

Rebecca Wilson

Commercial Director