

**HEAD OFFICE**

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Lawsons Group has carried out our Gender Pay Gap Reporting as required by Law under the Equality Act 2010. Gender Pay Gap Information) Regulations 2017.

We can confirm that figures provided are

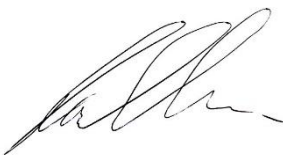
	%		%
<b>Mean Pay Gap</b>	(31.03)	<b>Mean Bonus</b>	(14.01)
<b>Median Pay Gap</b>	(15.41)	<b>Median Bonus</b>	13.79
<b>Proportion of Males Paid a Bonus</b>		83.1%	
<b>Proportion of Females Paid a Bonus</b>		91.2%	
<b>Quartiles</b>	<b>Male</b>	<b>Female</b>	
Lower	95.45%	4.55%	
Lower Middle	96.33%	3.67%	
Upper Middle	91.74%	8.26%	
Upper Middle	85.32%	14.68%	

The industry in which Lawsons operates has traditionally been perceived as a male environment. Due to the physical nature and contracted hours associated with some of our Job roles, it may mean they are more suited to a male employee and in those areas the employment is male dominated. Lawsons aims to attract a diverse range of employees in all job roles and continues to actively seek the right person each job male or female,

We attribute our negative Gender Pay Gap (both Mean and Median) to the split of job roles type. Most of our female employees are employed in office-based support function roles such as credit control, whilst most of our male employees are based at branches, operating in the yards or driving our fleet of lorries.

The mean gender pay gap for bonuses is 13.79% and is attributed to a profit share scheme which is paid as a percentage of salary – and is accentuated by imbalance in our senior roles.

Lawsons has always endeavoured to find and retain the right talent for the role regardless of gender and will continue to do so. Most importantly we actively encourage our employee's ideas and contributions on how we can foster diversity and inclusivity in every aspect of our business. Our achievements thus far, are only the starting platform, on which we will continue to endorse further gender diversity through-out our company.



**Paul Sexton**  
**Managing Director**