



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 for the snap shot date 05/04/2020.

	%		%
Mean Pay Gap	0.41	Mean Bonus	10.60
Median Pay Gap	(5.23)	Median Bonus	11.62
Proportion of Males Paid a Bonus			78.96%
Proportion of Females Paid a Bonus			33.33%
Quartiles	Male	Female	
Lower	96.09%	3.91%	
Lower Middle	87.40%	12.60%	
Upper Middle	88.19%	11.81%	
Upper Middle	90.45%	9.45%	

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 have previously exhibited a negative Gender Pay Gap and attributed this 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.

This year we have acquired another company to the group and whilst similar in nature, it operates slightly differently, this has moved the Gap much closer.

Lawsons continues to strive to employee the right person for each 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 Rushent
Finance Director