

HEAD OFFICE

Tythenhanger Farm Coursers Road Colney Heath Herts AL4 0PG
Tel: 01727 223300 e-mail: info@lawsons.co.uk

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 period April 2017.

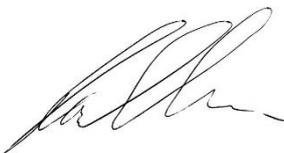
		%
Mean Pay Gap		(10.96)
Median Pay Gap		(7.54)
Mean Bonus		11.63
Median Bonus		14.53
Proportion of Males Paid a Bonus		81.60%
Proportion of Females Paid a Bonus		80.00%
Quartiles	Male	Female
Lower	93.75%	6.25%
Lower Middle	94.64%	5.36%
Upper Middle	92.86%	7.14%
Upper Middle	88.39%	11.61%

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 well mean they are more suited to a male employee. Lawsons aims to attract a diverse range of employees and therefore are pleased to report a small increase of females in these types of roles.

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 the majority 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 11.63% 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 employees' ideas and contributions on how we can foster diversity and inclusivity in every aspect of our business.



Paul Sexton

Managing Director