



LORDS
GROUP TRADING

Gender Pay Gap Report

2022



Introduction

This report forms a part of the framework used by Lords to monitor its progress in one dimension of diversity, namely gender pay. This report contains Lords Group Trading PLC's statutory disclosure of its 2021 Gender Pay Gap. The report also documents the work we are undertaking to achieve pay fairness and enhance the diversity of our business.

As a leading distributor of building materials, we recognise our role in leading change within an industry where women make up just 15% of the workforce.

Our Ambition

Lords is a diverse and inclusive organisation and we believe that our colleagues are critical to the ongoing success of the Group. Our group is focussed on being an inclusive, diverse, and equality driven employer and ensuring each of our 45 locations are reflective of their local communities.

We are committed to a strategy of levelling-up of female talent, especially in senior management and leadership roles.



Arifa, Store Manager, Lords at Home

Comitting to Action

Our Gender Pay report for 2021 reflects good progress verses 2020 which is reflective of our commitment to create an effective, diverse and rich environment.

We continue to pursue equality in gender pay and are reassured by our progress in the last year with a reduction in the differentials for both the mean hourly pay rate (2022 6.2% v 2021 6.9%) and mean bonus pay (2022 40% v 2021 49%).

In pursuit of further positive change we are focussed on the following priorities in the year ahead:

- Planned appointment of a Group HR Director to enhance our recruitment, retention and development programmes across the Group.
- Development of our colleague personal development plan programme to accelerate talent identification and provide equal career opportunities
- Enhancing our quarterly engagement surveys to capture additional feedback on the impact of our diversity and inclusion strategies and areas for improvement and enhancement.
- Continue our support of the Builders Merchant Federation who are driving a Diversity In Merchanting programme

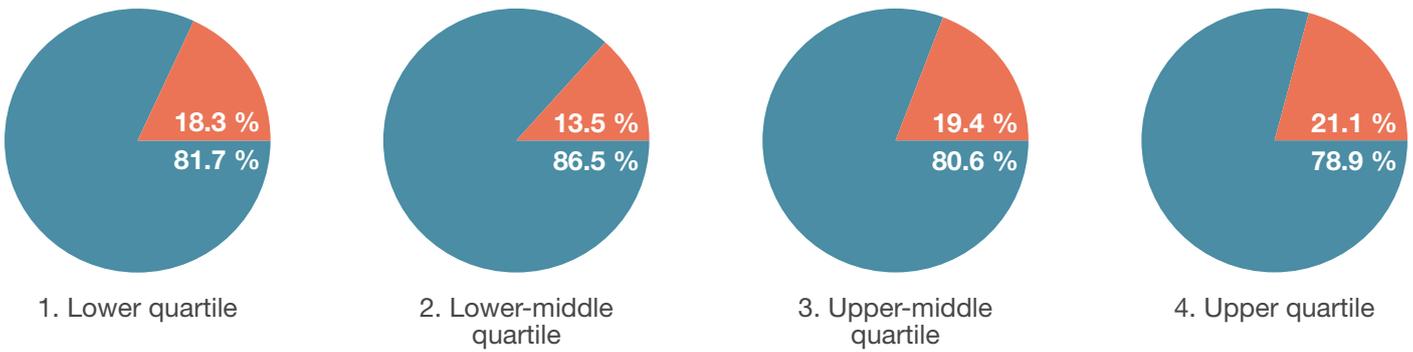


Tim, Warehouse Manager, Mr Central Heating

Gender Pay Gap - Across The Group

Men Women

Proportion of male and female employees in each pay quartile band



Group Head Count - Total: 768



Pay Gap	2022	
	Mean	Median
Hourly rate	6.2%	-6.1%
Bonus pay*	40%	0%

*Bonus pay is the absolute cash value received and is not prorated for the number of hours worked.

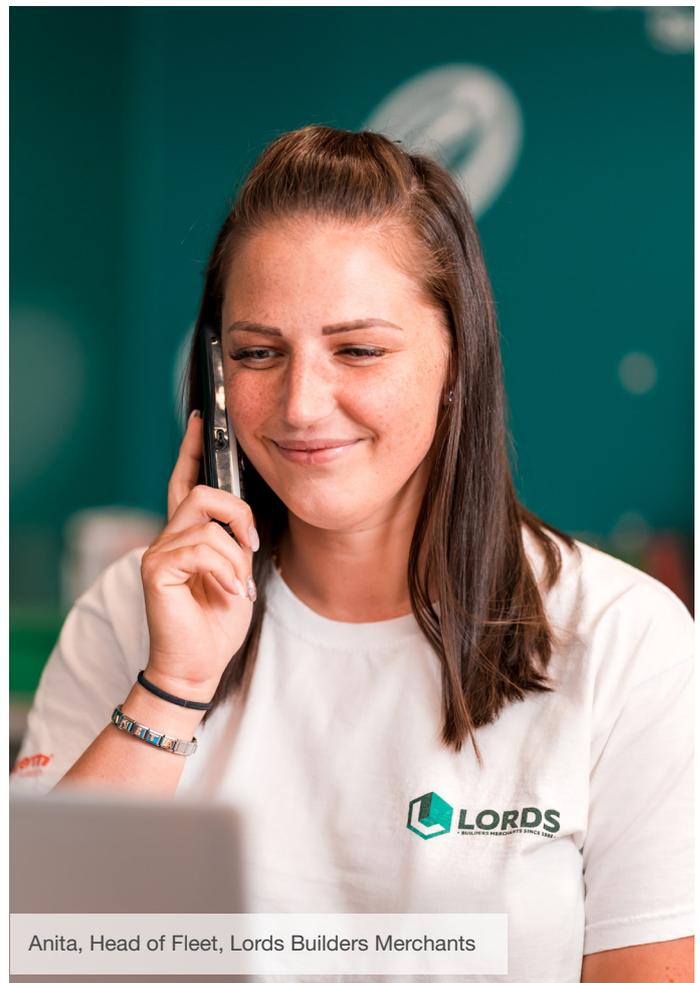
Colleagues who recieved a bonus

All Men Women



Gender Pay Gap - Our Businesses

	Headcount and Gender			Pay Rate	Pay Gap 2022		Headcount and Gender			
	Total	Men	Women		Mean	Median	Quartile 1	Quartile 2	Quartile 3	Quartile 4
Lords Group	769	630	139	Hourly	6.2%	-6.1%	18.3%	13.5%	19.4%	21.1%
				Bonus	40.0%	0.0%				
Divisional View										
Plumbing & Heating	250	212	38	Hourly	11.6%	-17.6%	18.0%	7.9%	13.1%	21.5%
				Bonus	37.1%	0.0%				
Merchanting	528	427	101	Hourly	-1.2%	-0.3%	24.4%	12.9%	16.2%	23.0%
				Bonus	37.8%	14.3%				
Specific Entities										
APP Wholesale Ltd	250	212	38	Hourly	11.6%	-17.6%	18.0%	7.9%	13.1%	21.5%
				Bonus	37.1%	-0.0%				
Carboclass Ltd	317	273	44	Hourly	-14.4%	-6.9%	6.3%	16.5%	8.9%	23.8%
				Bonus	17.3%	-22.7%				



Understanding the Gender Pay Gap

All companies with 250 or more employees are required to publish their gender pay gap under The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 (the “Regulations”). As a Group, we believe in the benefit of transparency and will publish gender pay for each entity with 200 or more employees. In 2020, our qualifying entities were APP Wholesale Ltd and Carboclass Ltd, for transparency the Group has also published figures for our two divisions (Plumbing & Heating / Merchenting) and the overall Group.

Q: What is the Gender Pay Gap?

A: Measure of the difference in the average pay of men and woman. This is expressed as a percentage of men’s earning e.g. women earn x% more or less than men. A negative percentage reports that women earn more than men.

Q: What is included in our calculation?

A: Calculations of mean and median pay and quartiles are based on April 2021 pay data, this includes ordinary pay (basic pay, pay for annual leave and shift premium) and bonus pay.

Q: What are pay quartiles?

A: Pay quartiles are calculated by listing the rates of pay for each colleague across the business from lowest to highest, then splitting the list into 4 equal-sized groups and the calculating the percentage of males and females in each.

Q: Why is this not the same as equal pay?

A: Gender Pay is different from a comparison of equal pay, as equal pay would involve direct comparison of two people, or a group of people carrying out the same, similar or equivalent work.



Sean, Assistant Warehouse Manager; Darrell, HGV Driver, George Lines



Grechiel, Assistant Branch Manager, Lords BM

For and on behalf of
Lords Group Trading Plc

C.M. Day

Chris Day
Group CFO