



Gender Pay Gap Report - 2021

Introduction

- In 2017 the UK government introduced new, world-leading legislation making it statutory for organisations with **250 or more employees** to report annually on their gender pay gap.
- At Lindab Ltd we aim to ensure that all people are treated equally at work irrespective of gender and **we firmly believe in promoting equality and diversity amongst our workforce.**
- As such, we again **welcome the opportunity** to publish the information required under the regulations that shows gender pay gap levels within our business.
- All statistics published in this report have been compiled using the standard methodologies set out in the regulations based on a **'snapshot date' of the 5th April 2021**, with reference to the ACAS guidelines where appropriate.
- Due to the outbreak of the coronavirus and the significant impact of the pandemic on our business activity and sales, **no bonus was paid** to any Lindab Ltd employee during the 12-months leading up to the snapshot date of the 5th April 2021.



Gender pay gap is different to equal pay

Equal Pay

- Equal pay deals with the pay differences between men and women who carry out the same jobs, similar jobs or work of the same value.
- It is unlawful to pay people unequally because they are a man or woman.

Gender Pay Gap

- Gender pay data deals with the difference in pay between men and women across the whole business regardless of role or seniority.
- Data includes mean and median gender pay gaps and the proportions of male and females in each pay quartile.



Our results



Gender Pay Gap

Mean -2%

Median -15.4%

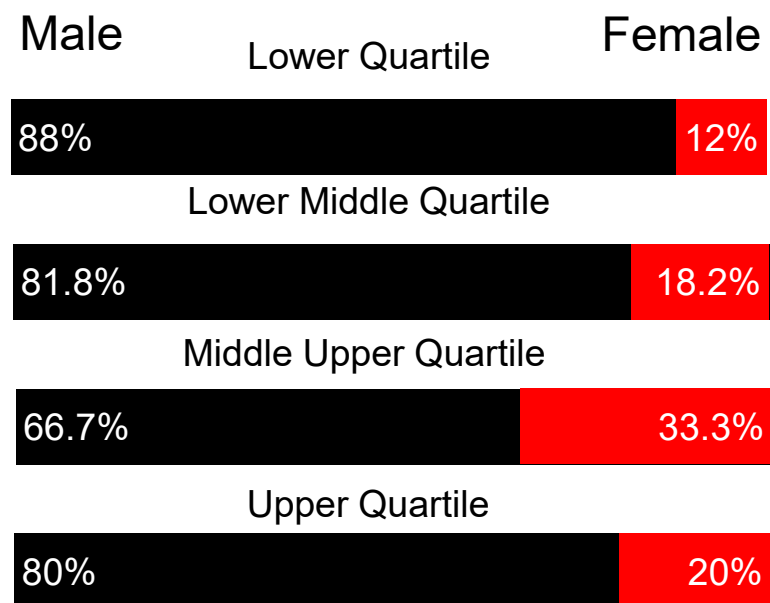
The results show the difference between the mean (average) and median (mid-point) pay of male and female employees, expressed as a % of male employees earnings.

Explaining the gender pay gap

- The negative gender pay gaps mean the average pay for women is greater than the average pay for men. This is mainly due to the structure of our workforce.
- The gaps are not indicative of equal pay issues within our business, we are confident that men and women are paid equally for doing equivalent jobs across our business.
- Our industry, Manufacturing and Distribution, employs predominantly male workers, particularly in manual positions. Currently, 79.4% of our workforce are male and the proportion of males increases to 92.5% when measured over manual roles alone.
- Although women make up only 20.6% of the whole workforce, there are proportionately more women than men in office based roles such as sales, marketing, administration, finance and HR.
- Taken across our workforce as a whole, these factors serve to make the mean and median pay for women greater than that for men.



Pay quartiles by gender



This data shows the male to female split of our workforce in each pay quartile.

It was established by ranking our entire workforce in order of hourly pay from lowest to highest and then dividing them into four equally sized pay quartile groups, following which the proportions of men and women in each quartile were calculated.



Summary of statutory gender pay gap reporting data

Mean Gender Pay Gap % hourly pay difference between male & female employees	-2%
Median Gender Pay Gap % hourly pay difference between male & female employees	-15.4%
Proportion of males/females in lower quartile pay band M% / F%	88% / 12%
Proportion of males/females in lower middle quartile pay band M% / F%	81.8% / 18.2%
Proportion of males/females in upper middle quartile pay band M% / F%	66.7% / 33.3%
Proportion of males/females in upper quartile pay band M% / F%	80% / 20%

This table shows the statutory reporting results for Lindab Ltd as at the 5th April 2021. The results detailed have also been published on the Gov.uk website as required.

The data in this document is accurate and in line with Government reporting regulations.



Iain Robertson
Managing Director

