



LONDON CITY BOND LTD

GENDER PAY GAP REPORTING

LCB welcomes the Government initiative to publish the gender pay gap in large companies, and shows below the results of its first report.

Historically the storage and logistics business has been a male dominated industry due to the more manual job types. Over the years this has been changing and more females are coming into the business, as such our percentage of females increases. At the current time and for the foreseeable future we are a male dominated company, but we will continue to actively employ females in to roles whenever possible.

However, this should not have a large effect on the pay gap as LCB is an equal pay employer and all employees are paid the same salary for the same job. The differences will apply as the senior members of the company are more weighted to males than females because there is a greater supply of expertise in the male market than the female.

REPORTED FIGURES for April 2017

Gender pay gap mean	5.4%
Gender pay gap median	14.3%
Gender bonus gap mean	-100%
Gender bonus gap median	-100%
Percentage of females receiving a bonus	1.82%
Percentage of males receiving a bonus	0.00%

LCBs bonus scheme is based on the profit of the company as well as individual performance, 2016/2017 was a transitional year for LCB and profits were low, as such only one bonus was paid in the year to one female employee. The figures are very distorted.

	Male	Female
Upper quartile	84.4%	15.6%
Upper middle quartile	72.2%	27.8%
Lower middle quartile	94.4%	5.6%
Lower quartile	87.9%	12.1%



I confirm that the figures above have been calculated accurately and in accordance with the specified UK regulations and have been approved by the board of London City Bond Ltd.

Nick Joyce, ACMA
Finance Director