



LONDON CITY BOND LTD

GENDER PAY GAP REPORTING 2020-21

LCB continues to embrace the Government initiative to publish the gender pay gap in large companies and shows below the results of its second 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 2020

Gender pay gap mean	6%
Gender pay gap median	14%
Gender bonus gap mean	36%
Gender bonus gap median	0%
Percentage of females receiving a bonus	88%
Percentage of males receiving a bonus	94%

LCB's bonus scheme is based on the profit of the company as well as individual performance. The variation is the same as with the pay gap in that bonus were mainly given to senior employees and these are still predominately male.

	Male	Female
Upper quartile	85%	15%
Upper middle quartile	72%	28%
Lower middle quartile	91%	9%
Lower quartile	90%	10%

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.

Craig Cripps, ACMA
Finance Controller