



LEVC

Gender Pay Gap Report 21/22

Introduction

Our ethos of being “People Driven” remains a simple one. We put our people first as they are at the heart of our business.

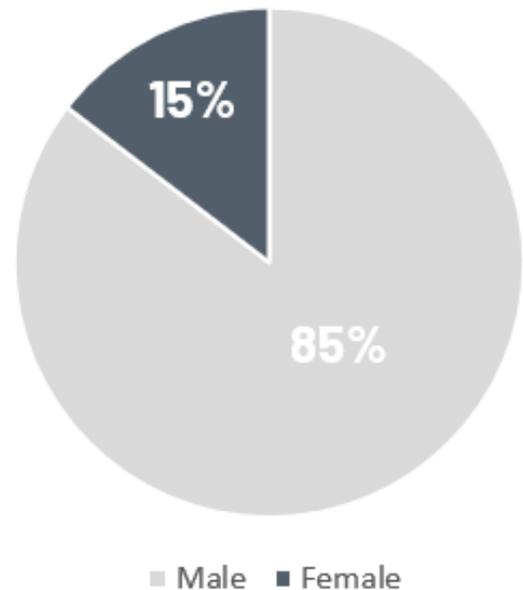
We believe our people are our best asset they are the foundation to success. From the way we manufacture through to the way we serve our customers; we understand if we do not have the right people we will not succeed.

That is why we are constantly looking for the brightest and best to join our team.

We appreciate that at present our people demographic is majority male and we have a long way to go before we gain the levels of equality we seek.

We have recently enhanced our maternity pay and shared parental leave and have introduced hybrid ways of working in our pursuit to enhancing diversity in the workplace.

We recognise that we need to do more in order to continue to close our gender gap and this will be a key objective of our 22/23 people plan as we move out of the pandemic.



Joerg Hofmann
CEO

Sarah Weston
HR Director

Methodology

What is the Gender Pay Gap?

A gender pay gap is a measure of the difference in the average pay of men and women regardless of the nature of their work across an entire organisation, business sector, industry or the economy as a whole. It can be driven by the different number of men and women across all roles.



What is Equal Pay?

The gender pay gap is different from an equal pay comparison, which would involve direct comparison of two people or groups of people carrying out the same, similar or equivalent job.

The audit is not simply a data collection exercise for us. We see this a commitment exploring ways to reduce any pay inequalities, this means that there should be involvement and support from our leadership and management within the organisation to deliver necessary changes.

The output of this analysis indicates where, if at all, any risk and potential exposure exists. For both males and females, the essential features that have been analysed in this report are the base hourly full pay rates and bonus payments for all relevant employees.

The outcomes provided through our analysis highlight:

- The differences in mean hourly pay
- The differences in median hourly pay
- The differences in bonus payments
- The distribution of bonuses to male and female employees
- The percentage of male and female employees in each hourly rate quartile.

How are the median and mean pay gaps calculated?

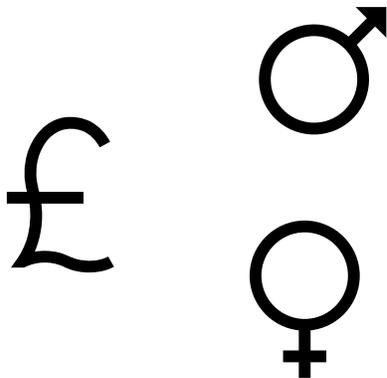
The mean gender pay gap shows the difference in the average hourly pay and bonus of a man versus the women in our organisation. This is also affected by the different numbers of men and women in different roles.

The median pay and bonus gap takes the exact mid-point between the lowest and highest-paid man in the organisation versus the equivalent woman.

How are the Pay Quartiles Calculated?

As part of the gender pay report, we show the percent of men and women in each pay quartile.

Quartiles are calculated by listing the rates of pay for each employee across the business from lowest to highest, before splitting the list into four equal sized groups and calculating the percentage of males and females in each.



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Analysis of results

Summary for hourly pay.



For all relevant employees, the mean hourly full pay gap is 14.3% in favor of the male work force.

The median hourly pay gap is 1.5% in favor of the male workforce.

	Mean	Median
Pay Gap	14.3%	1.5%

Summary for bonus pay.



16% of Males received a bonus



8% of females received a bonus

	Mean	Median
Pay Gap	-1.9%	15.5%

Pay Quartiles

Total distribution of male and female employees by hourly pay quartile

QUARTILE PAY BANDS

QUARTILE PAY BAND	FEMALE		MALE	
	Number of females in quartile	% of females in quartile	Number of males in quartile	% of males in quartile
LOWER QUARTILE	19	13%	122	87%
LOWER MIDDLE	23	18%	105	82%
UPPER MIDDLE	26	20%	106	80%
UPPER QUARTILE	11	8%	123	92%