



Gender Pay Gap Statement

Carboclass Ltd t/as Lords Builders Merchants and George Lines Civils Merchants are committed to providing a working environment in which everyone feels valued and respected. We want to create an environment where colleagues can pursue a rewarding career while contributing to the growing success of our business.

We oppose all forms of less favourable treatment on the grounds of age, gender, colour, race, nationality, ethnic origin, marital status, disability, religion or belief, sexual orientation or disability.

We support the introduction of mandatory gender pay gap reporting under the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and are working hard to develop a more diverse workforce, which includes becoming a more attractive employer to everyone.

We believe it's essential to focus on taking meaningful action to drive equality and inclusivity and are dedicating the necessary resources to drive equality in the work place.

The industry in which **Lords Builders Merchants and George Lines Civil Merchants** operates has been traditionally perceived as a male environment. Due to the nature of some of our job roles, it may mean certain areas of employment are male dominated. We aim to attract a diverse range of employees in all job roles and continue to actively seek the right person for each job, male or female.

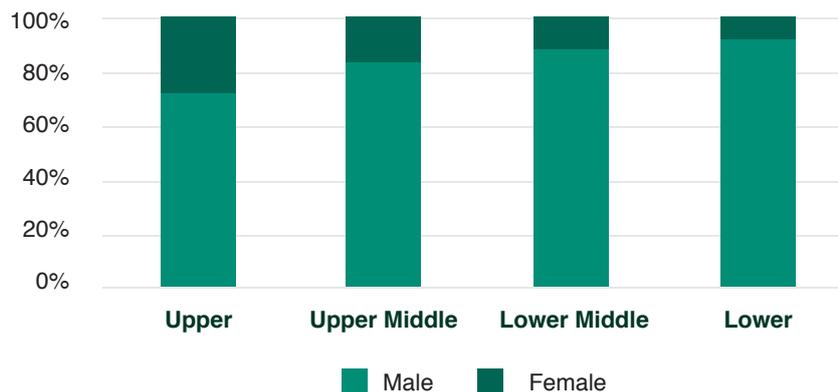
We attribute any negative/positive Gender Pay Gap (both Mean and Median) to the split of job roles type. Most of our female employees are in an office-based role such as in Finance, Sales and HR. Most of our male employees are based in branches, operating in the warehouse and transport.

We had 217 employees in the business on 5.4.2019, the date the report was taken from, and we want to be transparent on how we deal with gender pay.

Gender Pay Gap Reporting

In our businesses the male Mean hourly rate is less than the equivalent rate paid to females by -9.29%. The Median gap is -22.31%. The graphs underneath the percentage division of the male/female in each quartile of pay.

LBM/GL/HO Quartiles - Male/Female



Quartiles Gender %	Male	Female
Lower	92.59%	7.41%
Lower Middle	88.89%	11.11%
Upper Middle	83.64%	16.36%
Upper	72.22%	27.78%

Our businesses, like many others in our sector, employ far more males than females. We are working hard to attract more females to our businesses and are beginning to make good progress, especially with initiatives like our Apprenticeship and Academy programmes. However, we recognise we still have much work to do in this area.

Bonus Gap Reporting

The majority of all employees in our businesses received a bonus: 65.95% of male employees and 56.25% of female employees. The mean bonus pay gap is favourable to males by 29.15% and the median gap is 25%. Our reward programmes are gender neutral and as performance in our businesses improves, we expect to reward all employees with bonuses.

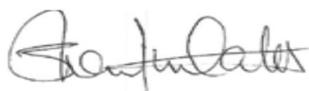
What are we doing to improve?

We are working hard to attract more females to want to work for our businesses. We are approaching this in a number of ways:

- We are currently reviewing our recruitment processes with a particular focus on female candidate attraction – we need to advertise our vacancies in places and ways that are attractive to everyone rather than people who normally work in our sector
- We have significantly improved our benefits package through our in-house initiatives and are constantly reviewing our employee engagement procedures
- We are continuing to invest in upgrading our welfare facilities across our branches and sites
- We are trying to improve the number of part time employees across all our businesses. We anticipate this will help us be more attractive to females looking for greater flexibility in their working requirements

Conclusion

At **Lords Builders Merchants and George Lines Civils Merchants** we are committed to ensuring we minimise our Gender Pay Gap, develop a more diverse workforce and ensure that everyone can progress and develop their careers with us through ambition, hard work and strong performance.



Shanker Patel
Chief Executive Officer