



Lowri Beck Services Limited Gender Pay Gap Report

Lowri Beck Services Ltd is an independent metering, data collection & data management services business, providing nationwide metering & data services to the utility industry and beyond since 1996.

Mayors Quay, Swan Meadow
Road, Wigan, WN3 5BB

lbenquiries@lowribeck.co.uk
www.lowribeck.co.uk



Team LB

Lowri Beck Services Limited have produced this Gender Pay Report in response to the new Government Requirements for businesses over 250 employees.

We have an incredible team across the UK, delivering meter reading and meter installation service on behalf of more than 45 energy companies. Here's some information about how our team is made up:

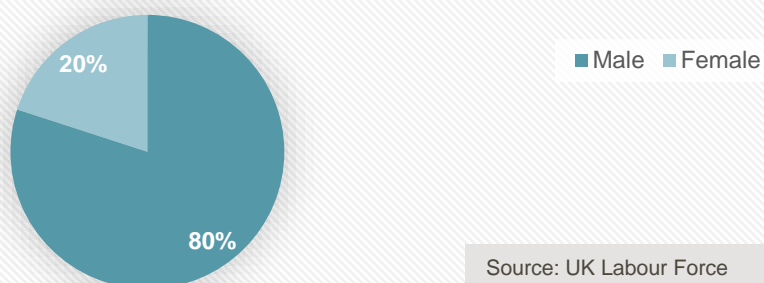
Male / Female Split



Male / Female Field Split



Industry Average



Source: UK Labour Force Survey, January-March 2017



What is the gender pay gap?

The gender pay gap is the difference in pay between men and women across an organization. This is not the same as equal pay. Equal pay refers to two people being paid the same for doing the same or comparable work.

The gender pay gap measures the difference in earnings across the entire organization, highlighting where women earn less than men, and if men or women are segregated into certain roles.

It is a legal requirement to pay people equally for equal work.

What do the numbers mean?

In order to report our gender pay gap we are presenting three groups of data to support the Government's requirements. Here is an explanation of each:

Our Hourly Rate

- How our hourly rate differs for men and women at Lowri Beck
- Presented as a Average (the mean) and as a central cut (the median)

Our Bonus

- How our bonus rate differs for men and women at Lowri Beck
- Presented as a Average (the mean) and as a central cut (the median)
- How our bonus eligibility differs for men and women

Our Pay Quartiles

- Ordered from top to bottom by hourly rate, what percentage of the quarter is men and women



Our Results

Using the data we collected on hourly rates, bonuses and pay quartiles, we have compiled the following information to support the reporting requirements. We have also prepared some commentary.

Gender Pay Gap

The **MEAN** (average) pay gap for men at Lowri Beck Services is **13.1% higher** than women

The **MEDIAN** pay gap for men at Lowri Beck Services is **7.9% higher** than women

The **National 2016 MEDIAN** pay gap for men is **9.4% higher** than women

Source: Annual Survey of Hours and Earnings: 2017 provisional and 2016 revised results, ONS

Bonus Pay Gap

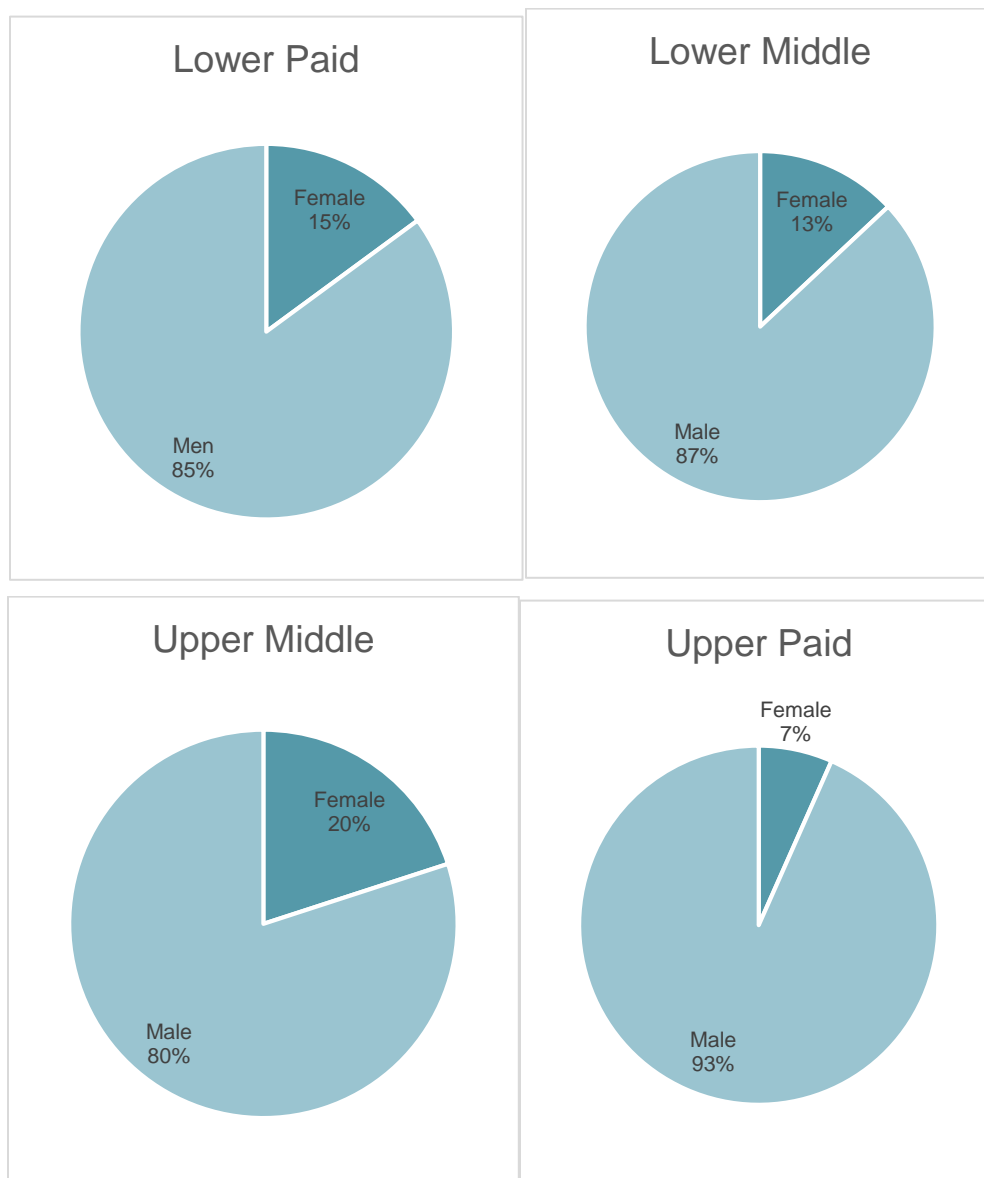
The **MEAN** bonus pay gap is **31.7% higher** for men than women

The **MEDIAN** bonus pay gap is **38.7% higher** for men than women

Proportionally...
74% of men receive a bonus
21% of women receive a bonus



Gender Breakdown





Our Comments

We are an equal opportunities employer and through our robust recruitment, selection and equal opportunities policies, we prevent bias and ensure that opportunities to progress are open to all. However Lowri Beck Services operates in a male dominated sector, with many senior roles along with our field based roles traditionally occupied by men. This does mean we face a challenge when trying both to address our workforce split along with our gender pay gap.

We are committed to improving these figures and will look to improve them year on year.

How are we going to improve?

In support of continued improvement in our workforce split, along with our gender pay gap we're taking the following actions:

- Celebrating the women involved in our business publicly, to encourage others to consider our sector as a potential place for them
- Review of recruitment practices to attract more females to consider our roles
- Survey and set up focus groups with our women to ensure we identify and address any barriers to entry / progression
- Introduce a business-wide incentive scheme to improve access to bonuses across our whole team
- Introduction of formalised development plans to aid progression, talent management and succession planning



International Women's Day 2018



Senior Team comments



"At Lowri Beck we are constantly striving to improve our business performance, as a services business within the Energy sector of the UK we face similar gender challenges to many other businesses. We believe that a company works best when it works together, and this means managing both gender diversity and pay in equal measures for the benefit of all employees.

Lowri Beck is an inclusive and progressive business which aims to provide a universal opportunity landscape for all. We will use this and future gender pay gap reports to ensure that we work toward a single and effective gender pay structure through both salaried pay and bonuses."

Jon Parr, Managing Director

"Brilliance at Lowri Beck comes through diversity – bringing together a group of bright people with a will to do well by those we work for and with. We have some fantastic talent at Lowri Beck and my aim is to continue to grow this irrespective of gender.

Lowri Beck's results show that for many reasons there's a difference between the pay experience of women and men in our workplace. I will always strive for complete gender parity.

I'm committed to working with our team to manage and reduce any barriers to entry women may meet when choosing and progressing a career with Lowri Beck, and continuing to encourage diversity, both within TeamLB and across our industry."

Tracy Sanderson, HR, Learning & Development Director

