



Lorne Stewart Group Gender Pay Gap Report at 5 April 2024

We are specialised design and build electrical and mechanical contractors and facility services Company backed by technical expertise and financial soundness to deliver quality products. We combine this technical and engineering pedigree built over the last 100 years with a growing need for energy conservation, innovation and environmental awareness to meet our deliverables.

Building an inclusive culture is our commitment and fundamental to our values. We take immense pride in the ongoing efforts we make to ensure we create an environment where everyone feels respected, valued, and include.

The gender pay gap refers to the disparity in the average pay and bonuses between men and women across an organisation. While we are confident in our commitment to ensuring equal pay for work of equal value, it is important to acknowledge that a gender pay gap exists when comparing the overall average earnings and bonuses between male and female employees. This gap does not necessarily indicate that we pay individuals unfairly for their roles; rather, it reflects broader structural factors, such as the nature of the industry, representation of men and women in different roles, seniority levels within our organisation.

Mean and median pay and bonus gap		
	MEAN	MEDIAN
Gender Pay Gap	41.67%	42.34%
Gender Bonus Gap	72.89%	39.12%

The gender pay gap has seen a slight increase in 2024, with both the mean and median gaps widening compared to 2023. This suggests that while progress is being made, there are still areas that need attention in narrowing the gap between male and female pay.

While the mean gender bonus gap has shown slight improvement in 2024 compared to 2023, the median bonus gap has improved significantly indicating progress in addressing bonus inequality across the workforce.

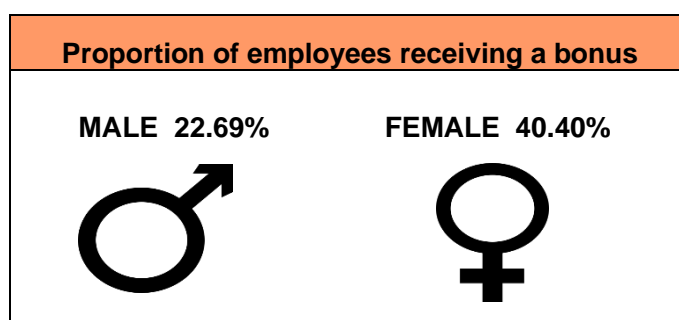
Like many organisations within the engineering and facilities services sector in the UK, our gender pay gap largely reflects the imbalance in male to female representation within our company, particularly at senior levels. There remains a clear gender disparity, with men being more widely represented in engineering and technical roles, while women are often more prevalent in support functions. This imbalance is also evident in the pay distribution, with roles typically held by women, such as administrative, support services, and cleaning positions, tending to be lower paid, while higher-paying engineering and technical roles are predominantly filled by men.

This trend is not unique to our organisation, but rather a challenge faced across the industry. Despite progress, much work remains to be done within the sector to close this gap. We remain committed to creating a workforce that is not only diverse but also reflects the communities we serve, actively working towards greater gender equality and ensuring that all roles are accessible to everyone, regardless of gender.

Proportion of employees in each pay quartile band		
PAY QUARTILE	MALE	FEMALE
Upper	96.24%	3.76%
Upper Middle	96.97%	3.03%
Lower Middle	84.96%	15.04%
Lower	47.37%	52.63%

The lower end of the quartile generally comprises fewer technical roles, with the proportion of employees being relatively consistent across the group

Our bonus payments, as demonstrated, continue to increase in proportion to the number of female employees receiving a bonus.



A significant portion of our operational staff are covered by National Agreements, which set out employee pay and benefits. For those not included under these agreements, compensation and rewards are determined by a range of factors, including company performance, economic conditions, and trends within the broader industry market. We consistently review our pay and reward structures to ensure fairness, with a particular focus on identifying and addressing any gender pay disparities that may exist.

We are fully committed to fostering gender balance throughout our organisation by embedding inclusive practices in our people processes. While progress has been made, we acknowledge that more work is required to close the gender pay gap. However, it is important to note that we do not have an issue of unequal pay for equal work. We continuously assess and refine our recruitment, retention, and career development strategies to minimise gender bias, increase gender diversity, and ensure women have equal opportunities for advancement into higher-paying and senior roles.

Additionally, we are placing a strong emphasis on enhancing our apprenticeship programmes, with the specific goal of encouraging more women to pursue careers in the industry. By targeting female students during their college years and offering them the skills and support needed to thrive in technical fields, we hope to establish a more diverse talent pipeline for the future, which will help address both the gender pay gap and the broader skills shortage in the industry.

Beyond recruitment, we are acutely aware of other factors that contribute to the gender pay gap, such as career progression opportunities, flexible working patterns, and unconscious bias in promotion processes. Women are still underrepresented in higher-paying technical and leadership roles, and a higher proportion of women work part-time or in roles with lower pay. We are committed to tackling these structural issues through various initiatives, leadership development opportunities, and ensuring that all roles are equally accessible to both men and women.

We also recognise that achieving gender equality goes beyond pay and includes fostering a supportive and inclusive culture within the workplace. This includes providing equal access to training, development, and career progression, and ensuring that our workplace practices support both women and men in achieving a healthy work-life balance. We remain dedicated to continually reviewing our policies and practices to reduce the gender pay gap and to build a workforce that reflects the diversity of the communities we serve