

Gender Pay Gap report 2017

Lowell UK

Gender Pay Gap report 2017

It's important to us that we treat everyone fairly and that how we reward our colleagues is based on how they do their job and the kind of job it is, nothing else. It's also important that opportunities to progress within or join the company are based only on aptitude, skills and experience.

We want a team that reflects the best of our communities and the diversity within them.

We've got work to do, but we will get there with everyone playing their part.

What are we reporting?

- > In the UK, we are required to report Gender Pay Gap details for all our companies with more than 250 people (Lowell Financial and Fredrickson [Fred's]) – our 'statutory disclosure'. To provide a clear picture of pay within the region, we have included information on Lowell Solicitors within Total UK numbers, which are in addition to what is required by legislation.
- > The reporting regulations require us to use data for the pay period including 5 April 2017 to calculate the Gender Pay Gap for all women and men employed at 5 April 2017. This includes basic salary and several other elements, including bonus payments and allowances, and is shown pro-rata to hours worked.
- > The bonus calculation uses details of all bonus payments received in the 12 months prior to the 5 April 2017 for all women and men employed at 5 April 2017.

Our UK Gender Pay Gap figures

WHAT IS A 'GENDER PAY GAP'?

This measures the pay difference between men and women overall, based on average hourly pay. It is solely about gender. It doesn't include any personal characteristics that may affect pay such as length of service, experience or performance.

It doesn't measure Equal Pay - which is the pay difference between men and women who carry out the same job, similar jobs or work of equal value.

WHY IS THERE A 'GENDER PAY GAP' AT LOWELL?

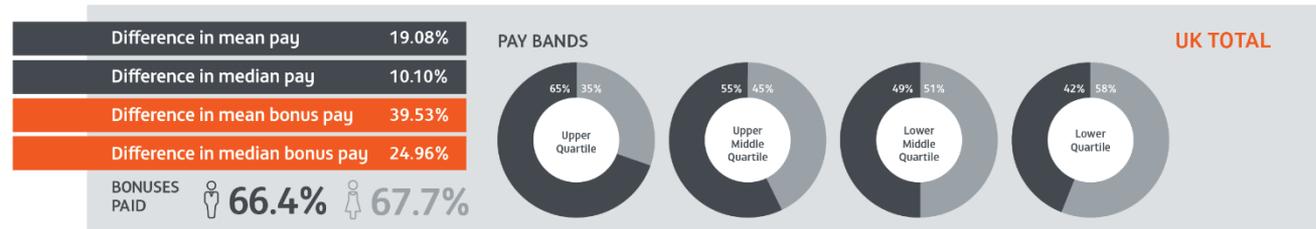
The gender split by job level shows we have more men than women in 3 most senior levels - Executive, Level 1 and Level 2. This is the main driver of the gender pay gap at Lowell UK.

Our reported **mean Gender Pay Gap** is **19.08%**

Our reported **median Gender Pay Gap** is **10.10%**

Our reported **mean Gender Bonus Gap** is **39.53%**

Our reported **median Gender Bonus Gap** is **24.96%**



GENDER BREAKDOWN BY LOWELL JOB LEVEL

Job Level	Men (%)	Men Count	Women (%)	Women Count
EXEC	83%	(10)	17%	(2)
LEVEL 1	64%	(30)	36%	(17)
LEVEL 2	64%	(102)	36%	(58)
LEVEL 3	49%	(584)	51%	(597)
FREDS & CONTRACTORS	54%	(155)	46%	(130)

* Includes anyone who was employed as at 5 April 2017 and received full pay in that period. Anyone who received reduced pay, including reasons like paternity/maternity, absence, has been excluded from this data.

Our UK companies' Gender Pay Gap



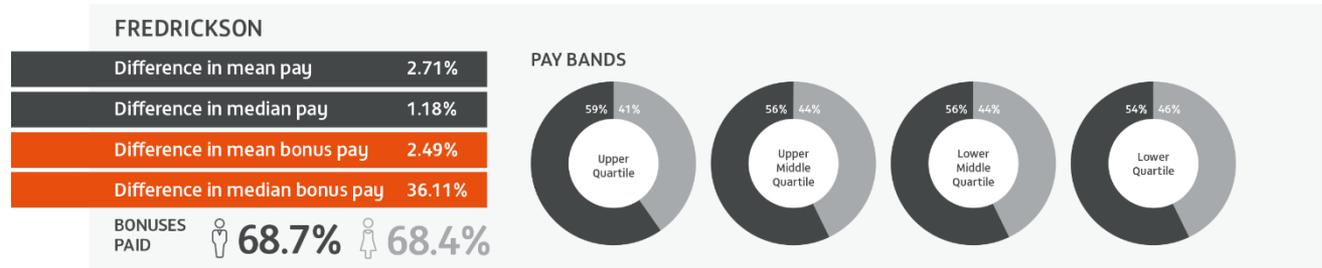
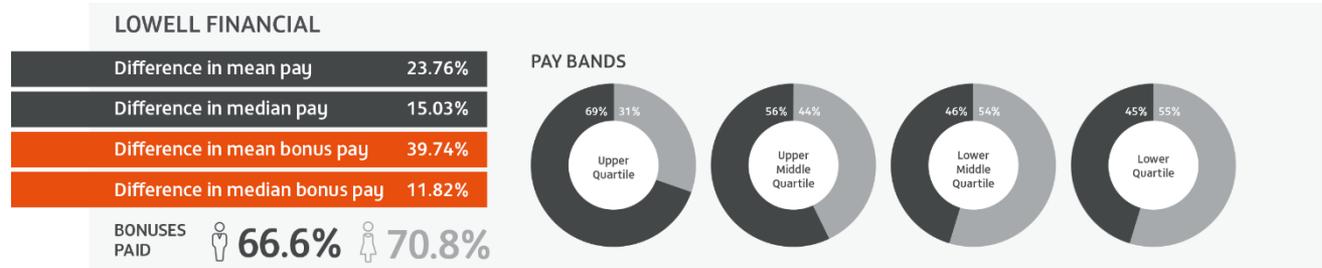
Statutory disclosure

Lowell has two legal entities in the UK with 250 or more colleagues. Under the Gender Pay Gap regulations we must report data for each, which is shown on this page.

Declaration

I confirm that Lowell's Gender Pay Gap calculations are correct and meet the requirements of the regulations. The details, calculations and data reported here have been reviewed by the Lowell People Team, who have confirmed they comply with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Mike Lynn-Jones
UK HR Director &
Group Head of Reward



Gender Pay Gap report 2017

Understanding the Gender Pay Gap in Lowell

- > To help us understand why we had a Gender Pay Gap, we looked at our gender breakdown by job level. This shows that there are more men than women in the top 3 levels of our organisation - Executive, Level 1 and Level 2. Having more men in senior roles is the main driver of the gender pay gap at Lowell UK.
- > Our aim is to always get the best person for the job - irrespective of age, gender, ethnic origin or any other factor that has no bearing on their ability to do it.
- > Our approach to pay and reward ensures that any pay differences are based on valid reasons (e.g. not gender). It's always been that way, long before these legal requirements for reporting.
- > We encourage applications from all backgrounds. Recruiting managers are provided with 'unconscious bias training' to help them make the right and fair recruitment choices.
- > We are currently providing Executive coaching to support career progression for women, and provide equal opportunities to everyone in terms of coaching, networking and mentoring.
- > In the past 12 months, 4 women have joined our senior team (Level 1 or above). Of the 11 positions on our Group Executive three are women; all reporting directly to our Group CEO.

Gender Pay Gap report 2017

Understanding the six Gender Pay Gap measures

Companies are required to report on the following six measures:

- 1. Mean Gender Pay Gap** – this is calculated by adding together all earnings paid to women, taking the average and then doing the same for men’s earnings. The difference between the two averages is then shown as a percentage of men’s earnings.
- 2. Median Gender Pay Gap** – this is determined by ranking in order all the earnings paid to women, identifying the amount that is in the middle of the range and then doing the same for men’s earnings. The difference between the two is then shown as a percentage of men’s earnings.
- 3. Mean Gender Bonus Gap** – this is calculated by adding together all bonuses paid to women, taking the average and then doing the same for bonuses paid to men. The difference between the two averages is then shown as a percentage of the figure for men’s bonus.
- 4. Median Gender Bonus Gap** – this is determined by ranking in order all the bonuses paid to women, identifying the amount that is in the middle of the range and then doing the same for men’s bonuses. The difference between the two is then shown as a percentage of men’s bonus.
- 5. The proportions of men and women who received a bonus**
- 6. The proportions of men and women in different pay bands.** This is worked out by looking at all the hourly rates we pay, ranking them, then dividing them equally into four equal sections (highest quartile to lowest quartile) and counting the men and women in each. This gives a view of the spread of hourly pay within our organisation.



©2018 Lowell
Lowell UK
Ellington House
9 Savannah Way
Leeds Valley Park West
Leeds
LS10 1AB