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**LONDON CITY BOND LTD**

**GENDER PAY GAP REPORTING 2023-24**

LCB continues to embrace the Government initiative to publish the gender pay gap in large companies and shows below the results of its latest report.

Historically the storage and logistics business has been a male dominated industry due to the more manual job types. Over the years this has been changing and more females are coming into the business, as such our percentage of females increases. At the current time and for the foreseeable future we are a male dominated company, but we will continue to actively employ females into roles whenever possible.

However, this should not have a large effect on the pay gap as LCB is an equal pay employer and all employees are paid the same salary for the same job. The differences will apply as the senior members of the company are more weighted to males than females because there is a greater supply of expertise in the male market than the female.

**REPORTED FIGURES for April 2023/4**

Gender pay gap mean 7%

Gender pay gap median 15%

Gender bonus gap mean 39%

Gender bonus gap median 0%

Percentage of females receiving a bonus 100%

Percentage of males receiving a bonus 100%

Male Female

Upper quartile 86% 14%

Upper middle quartile 91% 9%

Lower middle quartile 64% 36%

Lower quartile 82% 18%

I confirm that the figures above have been calculated accurately and in accordance with the specified UK regulations and have been approved by the board of London City Bond Ltd.

Craig Cripps, ACMA

Finance Controller