



UK Gender Pay Gap Report 2020



Welcome to our Gender Pay Report for 2020

We all know that gender equality is about more than just facts and figures - but it's a good place to start. They help us to understand where we're doing well, and where we need to be even better.

We know that if we're a more diverse, more inclusive place to work, we'll be a more successful one too. We recently launched our 'We see you' diversity and inclusion statement, committing to a clear purpose to help all our people be whoever they want to be when they are at work.

In this report, you'll see our headline gender pay figures (*page 12*). We'll explain what they mean (and what they don't). We'll also share some of the things we have done in the last year to make improvements and some of the ideas we're working on for the future.

As a female leader in Lowell I take my responsibility to improve gender equality in our business seriously. I am committed to working with the rest of our Executive team to take action to further reduce our gender pay gap and we'll continue to work hard to ensure that we are an inclusive place to work.

If you are interested in joining us as we develop our inclusive culture that reflects the communities we work in then we'd love you to consider Lowell as a place to work. We promise to see you for you and provide you with the opportunities to grow and become the very best you can be.



HELEN THORNTON
UK PEOPLE DIRECTOR



At Lowell,
we see you
for you



Our Diversity and Inclusion commitment

We see you... for you

We **believe** it takes diversity of spirit, culture, background, experience and perspective to make credit work better for all.

We **want** Lowell to be a community where everyone is free to be themselves, feels welcome and that they belong.

We are **committed** to raising awareness of the importance of diversity and creating an inclusive culture.

We **know** this will drive innovation and improve what we do for our customers, clients and the communities we operate in.

We are **proud** to be building a sense of belonging that goes beyond any role, business unit, country or culture and unifies us as One Lowell.



We are committed to reducing the Gender Pay Gap at Lowell.

In support of this goal, we have made big strides forward in our Diversity and Inclusion (D&I) programme this year.



Creating a D&I Council led by Group and Regional Directors to help review data and set strategy and direction on our D&I agenda



Introducing a reverse mentoring programme for all directors



Setting up a Lowell Women Leaders movement

Appointing a dedicated Diversity and Inclusion Manager to drive real culture change in the organisation



Creating a D&I Involve Group to drive changes from the bottom to top



Celebrating D&I Day with a wide range of activities and communications

Designing and communicating our new D&I commitment statement demonstrating how we will make sure everyone at Lowell can be the best they can be



Our plan for the next year includes:

- Raising awareness in all Leaders/People managers through D&I training
- Putting in place new policy and standards relating to D&I
- A review of our resourcing processes, policies and practices to establish areas that might need to be re-engineered or changed.



Sources of Pride

Lowell Women in Leadership

We celebrated International Women's Day with the kick-off of our Lowell Women in Leadership Movement and the group have met several times since. The idea came from Sue Taylor, Change Director, with the aim of bringing like minded leaders together to make a change in Lowell by celebrating achievements and championing equality, as well as being a safe space for everyone to talk about their experiences and challenges.

Sue, said: "Lowell Women in Leadership was born out of an idea to make real change in our business organically. Our ambition is to build a strong pipeline of future leaders who can take advantage of our collective knowledge, skills and experience as part of a movement that aims to provide support, expand horizons and remove barriers."

Celebrating our Women In Credit - Rising Star of the Year

“

I am delighted to have been recognised at the 2020 Women In Credit Awards. I work with an amazing team of people that all helped to make this possible.

FIONA BARKER

”

Fiona Barker, Director of Commercial Finance, was crowned Women In Credit Award Rising Star of the Year - Non Creditor at the 2020 Women In Credit Awards. In Fiona's time at Lowell she has not just made a difference to the business but also to her colleagues and specifically those who are women. Her three key achievements that stood out for the judges were:

- Making financial and accounting information accessible to all colleagues
- Offering support to women within Lowell to advance their careers
- Introducing a budgeting process that aligns to supporting strategic goals



Lowell is first
and foremost a
people business



How do we measure up?

Gender pay or pay equality?

When we talk about gender pay, we mean the difference between the average hourly pay for all the men and women working for the same organisation. It doesn't measure equal pay, which is about a man and woman receiving the same pay for performing the same or a similar job. The data tells us how gender diverse we are.

We're confident that men and women are paid equally for equivalent roles. Our pay and reward system ensures everyone at Lowell is paid fairly based on their skills, qualifications, experience and performance.

What's the date?

Our figures must be calculated using a specific reference date - this is called the 'snapshot date'. The snapshot date each year is 5 April. 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 up to the 5 April 2020 for all women and men employed at this date.

In the UK, we must report Gender Pay Gap details for all our companies with more than 250 people (Lowell Financial and Lowell Solicitors) - this is our 'statutory disclosure'.



We are proud to be building a sense
of belonging that unifies us as

One Lowell

Understanding the 2020 Gender Pay Gap

In March 2020 we made some positive changes to our maternity and sick pay policies for all colleagues. Since then, we have seen an increase in the number of 'Full Pay Employees' included in the calculation from 82% to 89%. With female colleagues, in particular, increasing from 79% to 87%.

The Gender Pay Gap snapshot date of 5 April fell very early in the Covid-19 pandemic and the introduction of self-isolation pay and home-working may also have been a further contributor to the increase in the number of 'Full Pay Employees' included in the data. There is no other indication that Covid-19 has played any part in the Gender Pay Gap calculations.

Lowell Financial has seen a narrowing of the Gender Pay Gap across 3 of the main metrics - Median and Mean Pay and Mean bonus due in the main to an overall reduction in headcount and larger increases in average female pay.

Lowell Solicitors has seen a significant reduction in the Mean Bonus Gap where Female bonus payments have increased by more than males in the last 12 months. They have also continued their consistent year on year downward trend in Median & Mean Pay and Mean bonus to lowest since reporting began in 2017.



Reporting on the gender pay gap is vitally important as it allows Lowell to measure and manage this issue, setting clear goals so that we can understand our performance and identify opportunities to improve.

In this report we present information about our progress against five key measurements:

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.

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.

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.

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.

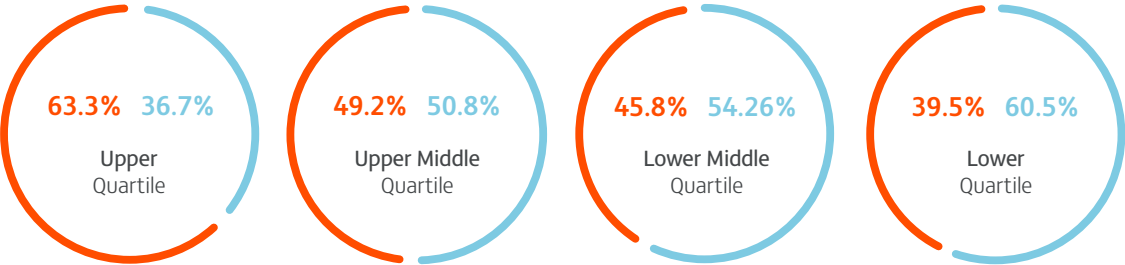
The proportions of men and women in different pay bands

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.



Lowell UK Gender Pay Gap

2020/21	% GAP	CHANGE
Median ordinary pay	14.51	-1.26
Mean ordinary pay	24.22	-2.22
Median bonus pay	26.61	+5.02
Mean bonus pay	47.28	-4.02



Male Female

93% of males paid a bonus
93% of females paid a bonus

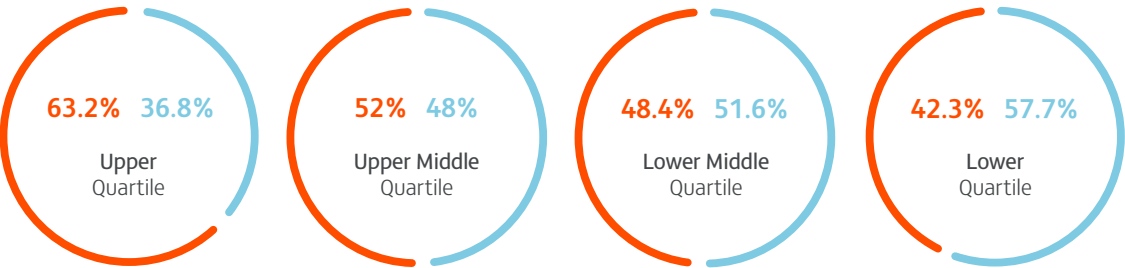


Gender Pay Gap in our UK businesses

Lowell Financial

2020/21	% GAP	CHANGE
Median ordinary pay	13.91	-4.55
Mean ordinary pay	21.66	-2.99
Median bonus pay	28.71	5.26
Mean bonus pay	51.29	-1.08

Male Female



97% of males paid a bonus
97% of females paid a bonus

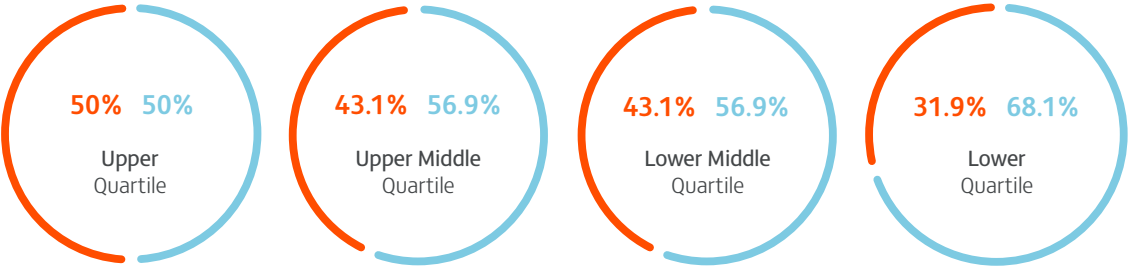


Gender Pay Gap in our UK businesses

Lowell Solicitors

2020/21	% GAP	CHANGE
Median ordinary pay	4.12	-0.52
Mean ordinary pay	7.49	-2.35
Median bonus pay	8.70	+5.82
Mean bonus pay	33.88	-14.09

Male Female



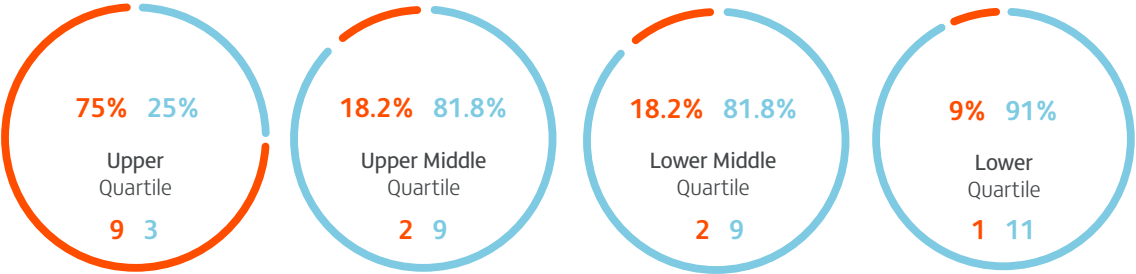
93% of males paid a bonus
94% of females paid a bonus



Gender Pay Gap in our UK businesses

Lucas Credit Services

2020/21	% GAP	CHANGE
Median ordinary pay	11.81	31.35
Mean ordinary pay	13.32	47.63
Median bonus pay	-	-
Mean bonus pay	-	-



Male Female



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.

A handwritten signature in black ink that reads "Helen Thornton". The signature is written in a cursive style and is underlined.

Lowell UK 2020 Gender Pay Gap Report

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