



Lorne Stewart Group Gender Pay Gap Report at 5 April 2023

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.

Creating an inclusive culture is our commitment, integral to our values and we take pride in our efforts to achieve this.

The gender pay refers to difference in the average pay and bonuses of all men and women across an organisation. We are confident that we have equal pay for work of equal value, however we do have a gender pay gap when we compare the overall average pay and bonuses for women and men.

Mean and median pay and bonus gap		
	MEAN	MEDIAN
Gender Pay Gap	39.82%	33.6%
Gender Bonus Gap	76.99%	64.05%

The Mean and Median gap reflects a small positive decrease since 2022.

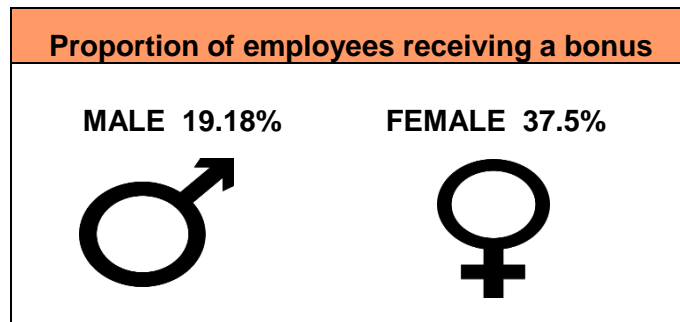
Similar too many companies in the engineering and facilities services industry, our gender pay gap predominantly mirrors the imbalance in male to female representation within our organisation, especially at the senior level. There is a noticeable gender disparity, with men being more prevalent in these fields compared to women. This trend is also reflected in the distribution of roles, where certain positions like administration, support services and cleaning, typically held by women, are lower paid, while engineering roles, often occupied by men, tend to be higher paid.

Within our sector, there is still further work to be done in this area and we continue to build a workforce that is diverse and one that reflects our communities.

Proportion of employees in each pay quartile band		
PAY QUARTILE	MALE	FEMALE
Upper	98.4%	1.6%
Upper Middle	90.4%	9.6%
Lower Middle	90.4%	9.6%
Lower	56%	44%

The lower end of the quartile tends to be less technical and the proportion of employees are very similar.

Our bonus payments as you can see continue to rise in the proportion of female employees receiving a bonus.



A significant portion of our operative staff are covered by National Agreements that outline their pay and benefits. For employees not under these agreements, compensation and rewards are determined based on factors such as company performance, economic conditions, and industry market trends. We regularly assess pay and rewards, with a focus on addressing any gender pay disparities.

We are committed to promoting gender balance within our organisation through our people processes. While there is still progress to be made in addressing the pay gap, we do not have an equal pay issue. We will continue in reviewing our recruitment and other policies to reduce the pay gap and will further invest in our apprentice programs to encourage female participation in the industry during their college years.