



LucionServices
We Deliver **Trusted** Risk Management.

Gender Equality Statement

GENDER PAY GAP REPORT

As market leaders, Lucion Services and all subsidiary brands, strive to work towards a progressive and more inclusive future.



Gender Equality



Employers with 250 or more employees must publish figures comparing men and women's average pay across the organisation. Lucion Services as a group of companies support this move to gender equality. With just over 250 employees, Lucion Environmental falls into this Government requirement.

It is important to know that, at Lucion women are paid the same as men when doing the same work with the same experience. We have formalised pay bandings based on experience and qualifications for the roles within the company. This ensures men and women are paid equally for delivering the same work.

We are pleased to state that our mean gender pay gap is marginally lower than that of the UK pay gap and significantly lower than our competitors. Although this is the first year where we have been required by legislation to publish gender pay information, it is something we have been monitoring closely for some time. As a responsible employer, committed to encouraging diversity, we also calculated our pay gap in 2017 and are encouraged that we have already seen this reduce year on year.



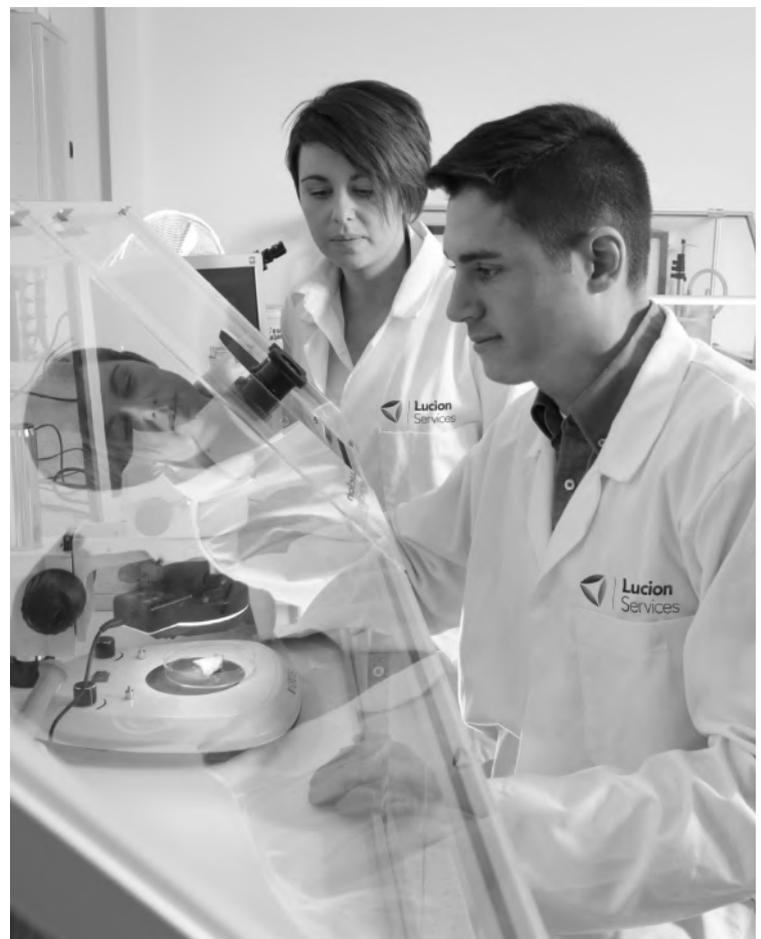
Equal Opportunities

As a company, 14% of Lucion Environmental employees are female. On a national scale, asbestos management and risk management more widely tend to be male dominated roles historically. The pay gap we report is due to the company at present being male dominated.

In 2018, we have published a large bonus pay gap but this is predominantly due to the higher proportion of males in management positions. The root cause of this stems from the entrance of females to the industry as a whole and this imbalance is something which Lucion is working hard to address.

However, we are taking steps in the right direction. Over the past year, we have developed our leadership structure, introducing an Operational Board with a 50:50 male to female ratio, ensuring all aspects of the company are led from a non-biased board. Likewise, within our large Technical Support function (52 staff), the team is made up of 44:56 male to female ratio, within this team specifically, the mean pay gap is only -1.77%

We have worked hard to ensure we are an equal opportunities employer, and this is seeing fantastic results in our Board and our Technical Support teams. However, within our Technical and Regional Management teams, we still find predominately male applicants seek opportunities available. As such, this will be the key focus for Lucion in addressing our gender pay gap.





Addressing the Gender Pay Gap

Gender stereotyping is a clear issue in our industry. To tackle this head-on, we have identified Initiatives that we are launching during the 2018/19 business year and beyond to redress the imbalance:

INVOLVEMENT

- Involvement in community schemes which encourage both girls and boys equally into STEM subjects in school and further/higher education.
- Previously we have participated in the “Big Bang Fair”, encouraging STEM subjects to all school children.
- Openly encourage school work experience placements for girls and boys from local schools and colleges, providing an insight into the various roles available within Lucion.

RE-ASSESSING

- Re-assessing our recruitment and branding to ensure it is not gender biased and is focused on equality.
- Ensuring that roles, responsibilities and benefits are advertised without bias.
- Continue to assess candidates based on their skills and attributes relevant to the role.
- Provide a balanced mixture of male and female staff images and profiles on our website and company literature.

FLEXIBLE WORKING

- Continue our culture of self-managed hours (in suitable roles).
- Increased use of technology to aid work design which may attract more women to roles within Lucion.

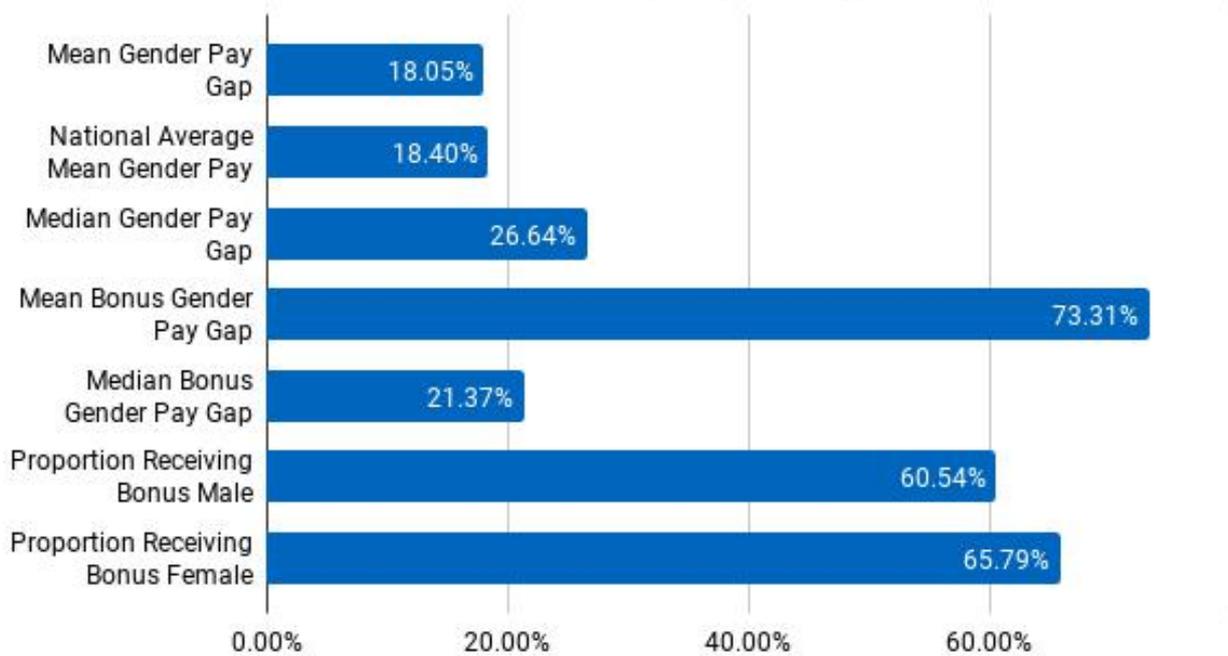
TRAINING

- In line with the new apprenticeship system.
- Encourage more female applicants to roles where possible, as there is currently a shortage of females with the qualifications and skills required.



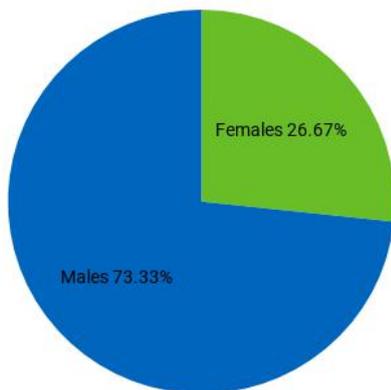
The Results

Lucion Environmental Gender Pay Gap Analysis



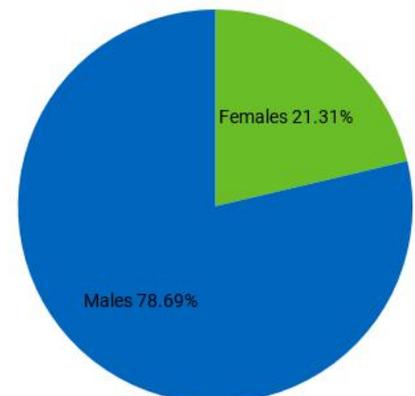
Lower Pay Quartile

- Females 26.67%
- Males 73.33%



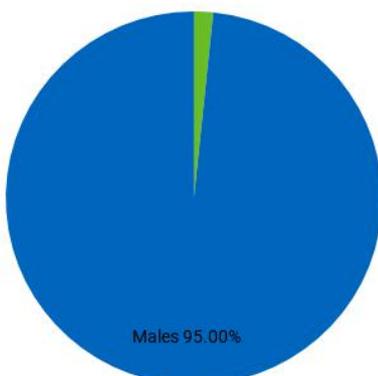
Lower Middle Pay Quartile

- Females 21.31%
- Males 78.69%



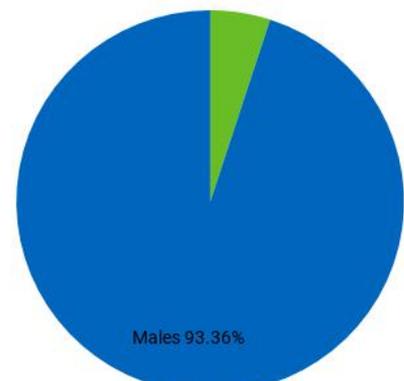
Upper Middle Pay Quartile

- Females 1.64%
- Males 95.00%



Upper Pay Quartile

- Females 5.00%
- Males 93.36%





Contact Us

For further information about this document and our approach to gender equality, please contact:



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