

Gender Pay Gap Statement

Louvolite (Louver-Lite Ltd) is required to publish information on its gender pay gap under the Government's Gender Pay Gap legislation.

Using six calculations, we evaluate the difference in average earnings between men and women across the company.

This gender pay gap report was created on 23rd January 2026 from data captured on 4th April 2025. Our workforce at this period was 66% male and 34% female.

Our Findings:

1. Mean Gender Pay Gap

Women's mean hourly pay is 6.2% lower than men's, meaning women earned £0.94 for every £1.00 that men earned when comparing mean hourly pay.

2. Median Gender Pay Gap

Women's median hourly pay is 2.5% lower than men's, meaning that women earned £0.98 for every £1.00 that men earned when comparing median hourly pay.

3. Mean Bonus Gender Pay Gap

Women's mean bonus pay is 56.5% lower than men's, meaning that women earned £0.44 for every £1.00 that men earned when comparing mean bonus pay.

4. Median Bonus Gender Pay Gap

Women's median bonus is 0% lower than men's, meaning that women earned £1.00 for every £1.00 that men earned when comparing median bonus pay.

5. Proportion of Males & Females Receiving a Bonus

Male:	Female:
16.6%	18.9%

6. Quartile Salary Range Banding:

	Male:	Female:
Top Quartile	69%	31%
Upper Middle Quartile	68%	32%
Lower Middle Quartile	68%	32%
Lower Quartile	59%	41%

The statistics of each of quartile is generally representative of the gender spilt across our whole workforce (66% males and 34% female).

About Our Findings:

We have investigated our gender pay gap and our findings demonstrate the following:

- Our shift/night workers are mostly males (91%). These working patterns receive a shift allowance payment. We find that women are less likely to apply for these types of vacancies compared to men.
- More men work and apply to work in our Engineering/Mechanicals roles compared to women.
- More men work in our sales roles than women, our sales roles are the roles which receive regular bonus payments.

Guidance from documentation produced by the Government Equalities Office was taken in respect to data and calculations to be used when preparing the pay gap report and the information provided herein is accurate at the time of data capture.



Date: 26/01/26

Signed on behalf of the Board of Directors by Gavin Gray – Chief Executive Officer.