

Liebherr-Great Britain Ltd

Gender Pay Report 2023

Liebherr-Great Britain have a continuing commitment to the improvements that can be made across our industry through the Government's requirements on Gender Pay Gap reporting.

We pride ourselves on being an inclusive business, where we encourage openness and provide opportunities for all our employees to reach their full potential. We are committed to building a diverse workplace by attracting and developing the careers of female employees and ensuring there are equal opportunities for all employees in our business.

What is the gender pay gap?

A gender pay gap is the difference in average pay between all male and female employees across an organisation's workforce, regardless of their role. This is different to equal pay, which relates to being paid equally for the same, similar, or equivalent work. Although they are different concepts, people sometimes mistakenly describe an equal pay issue as a gender pay gap issue. We are confident that men and women are paid equally for doing the same, similar, or equivalent roles across our company. This report focuses on our 2023 gender pay gap results.

Our company

Liebherr-Great Britain Ltd is part of the traditionally male dominated construction and engineering sectors, and our gender split between men and women is very similar to other companies in our industry.



77% male*



23% female*

(*as at 5 April 2023)

Our 2023 results

Our results represent the gender pay and bonus gap figures for Liebherr-Great Britain Ltd for 2023. The results are reported on a mean and median basis, which are different ways of presenting average figures. The mean figure is calculated using the average pay rate of all the men and women in our business. The median figure is calculated using the mid-point pay rate of all the men and women in our business (i.e. where half of our employees earn more and half earn less).

Pay

Difference in hourly rate of pay between men and women (as at 5 April 2023)

Mean gender pay gap: 26.1%

Median gender pay gap: 23.7%

Bonus

Difference in bonus pay between men and women (between 6 April 2022 and 5 April 2023)

Mean gender bonus gap: 71.4%

Median gender bonus gap: 4.0%

Proportion of men and women receiving a bonus payment:



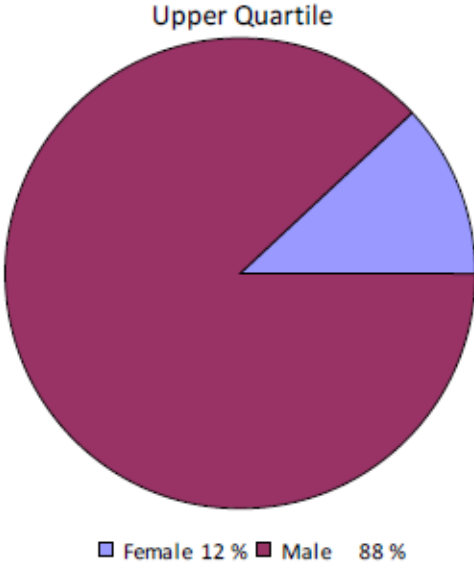
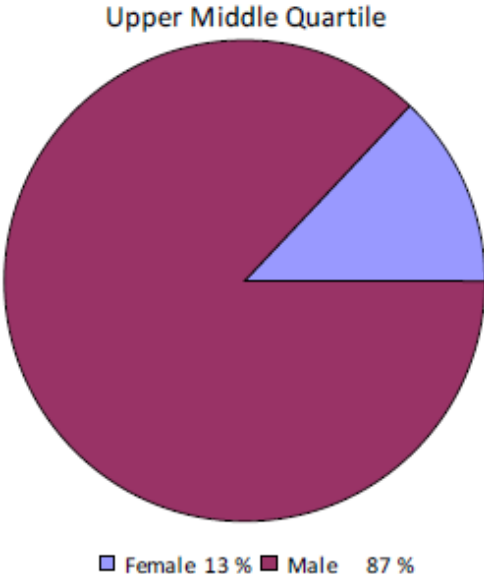
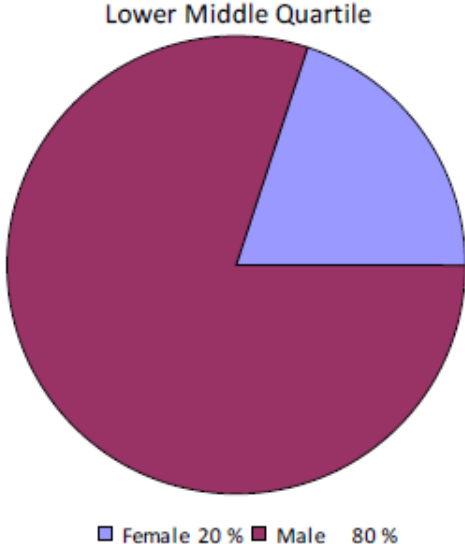
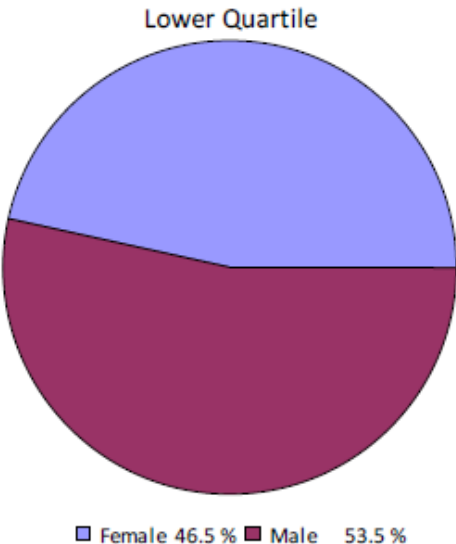
92.2% male



78.3% female

Pay quartiles

The proportion of male and female employees according to quartile pay bands (as at 5 April 2023)



Explaining our results

Our results are reflective of the demographic of our workforce and our sector. Historically the construction and engineering sector has been male dominated and women only make up a small proportion of the workforce. A significant proportion of our gender pay gap arises because a majority of our management positions are occupied by male employees with an engineering background, whose entry point into their careers has been through engineering or technical apprenticeship schemes or other engineering or technical qualifications. Most of our senior managers were engineers early in their careers and, it remains challenging to recruit female engineering apprentices. Often this is due to a lack of female role models and a perception that they are not considered for the same roles/promotions as their male counterparts; factors such as these then impact career decisions. For example, 84% of our administrators are women and 91% of our apprentices (in 2023) were men.

Our bonus pay figures confirm that a majority of our employees receive a bonus. The bonus gap is generally a consequence of the commission payments made to our sales team, which is predominantly male. The median bonus gap dropped significantly in 2023 due to a one off equal valued bonus being awarded to all employees to assist with the cost-of-living crisis. We are committed to redressing the balance by attracting more women into our sales team. It continues to be a slow process based on the pool available in the market, so we are encouraging female employees within the wider Group to consider this career path.

Our strategy

Our employees are a key factor to our success. We are fortunate to be able to rely on capable, highly motivated employees who remain loyal to us for many years and devote themselves enthusiastically to the Liebherr Group's interests.

In particular, our HR team continue to focus on apprenticeship recruitment drives to address the gender balance of our apprentices. By bringing awareness of the construction industries diverse opportunities to woman through community involvement and education we hope to be able to recruit female apprentices early on in their career, we believe this will have a real impact on engineers who progress through our workforce and go on to take up sales or senior management roles.

We have a positive approach to flexible working, consideration for those employees that need to balance work with home lives. As a business, we offer enhanced family leave benefits for our employees including enhanced maternity pay, paternity pay, adoption pay and shared parental leave to support our workforce, attract talent, and look to address one of the barriers to women leaving the workforce or not seeking promotion.

The gender pay and bonus gap in our business is principally driven by there being proportionately fewer women at senior levels and in sales roles in our business, for the reasons outlined in this report. Recent years have seen women appointed to prominent positions in our company, along with more women being involved in all areas of the business. Nevertheless, there remains a gender imbalance in our workforce. We are committed to redressing this imbalance and we see it as our responsibility to create awareness and encourage change within our sector.

Our apprenticeship scheme

Our award-winning apprenticeship programme seeks to inspire women and girls to become engineering and technical apprentices. We have been building on this success and as part of our strategy we will continue to focus on promoting our engineering apprenticeship scheme in local schools, encouraging girls to consider a career in engineering.

We take a more pro-active approach to recruitment of apprenticeships and attend school careers events to promote our business and seek to improve the gender balance at the early stages of the apprentices'

careers. We continue to work with schools and STEM Learning (Science, Technology, Engineering and Mathematics) .

Part of our training and development strategy is to showcase female role models to inspire, encourage and support current and future female employees in our business. As part of our commitment to engage females in our sector, Liebherr continues to endorse the sought after accolade of achievement of success, National Businesswomen awards which are designed to raise the profile of industrious females.

Our recruitment strategy

We are committed to ensuring that our recruitment process is focused on reaching a diverse mix of candidates. We will continue to recruit through a variety of different channels to ensure we reach a wide pool of potential candidates, and we will monitor our processes to ensure that we receive a diverse range of CVs and candidates from our recruitment partners.

Raising the awareness of our managers

We are mindful of the importance of challenging stereotypes in our sector and are therefore committed to ensuring that our line managers and other employees with line management responsibility continue with awareness training. As part of our continued commitment to improvement in this area we are enhancing our management training by extending the number of providers.

We confirm that the information above is accurate.



Richard Everist
Managing Director



Claire Webber
Managing Director