

# Gender Pay Gap Report

LRG Employees Limited is committed to improving pay quality in all areas of our business. This report highlights our gender pay gap as at publication on 1 April 2025. The pay data is for all UK employees from the pay period including 5th April 2024 as specified by the UK regulations.

## LRG Demographics

Part time

14.3%

Full Time

85.7%

Total Headcount

2574

Men

40.1%

Women

59.9%

## LRG Mean & Median Gender Pay Gap

Hourly Pay

26.20%

Mean

13.91%

Median

Bonus

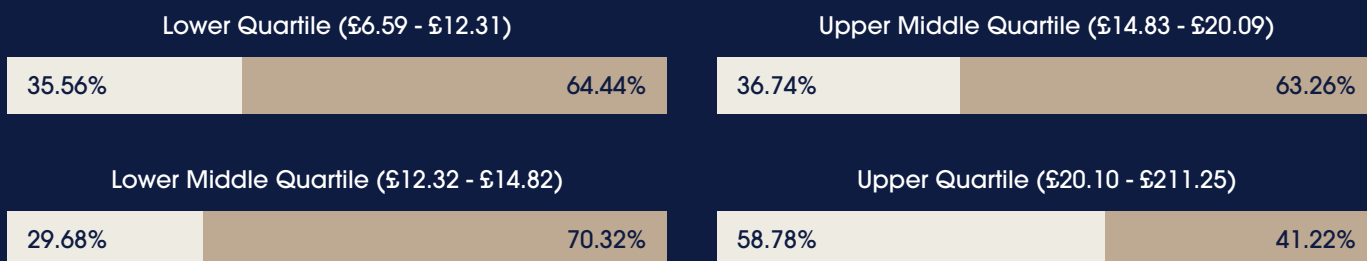
57.62%

Mean

59.10%

Median

## Proportion of Men & Women According to Quartile Pay Bands



## Proportion of Men & Women Receiving a Bonus Payment

Men	Women
84%	76.88%



The bonus data is the actual bonus payments for employees made in the 12 months prior to the 5th April 2024 and in line with the UK regulations. The bonus calculations are based on performance bonuses, divisional bonuses and commission payments made in the 12 months to 5 April 2024 and are not FTE adjusted.

Since the publication of our first gender pay gap report, we have seen a positive trend in narrowing our mean gender pay gap. In 2019, the gap was 43.59%, and this year it stands at 26.40%. In addition, we have seen a reduction in our median gender pay gap for both hourly rates and bonus payments as well as a further decrease in both the lower and upper quartile pay bands. The latter we believe has been influenced by the focus that we have on women in senior roles within the business through our Empowerher programme which is one of many initiatives that showcase our commitment to an inclusive and collaborative culture, one which celebrates diversity and the benefits that it brings to the workplace.

This report is accurate at the time of publishing.

**Michael Cook**  
Chief Executive Officer

(1 April 2025)