

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

59.8%

LRG Mean & Median Gender Pay Gap

Hourly Pay

26.20%

Mean

13.91%

Median

Bonus

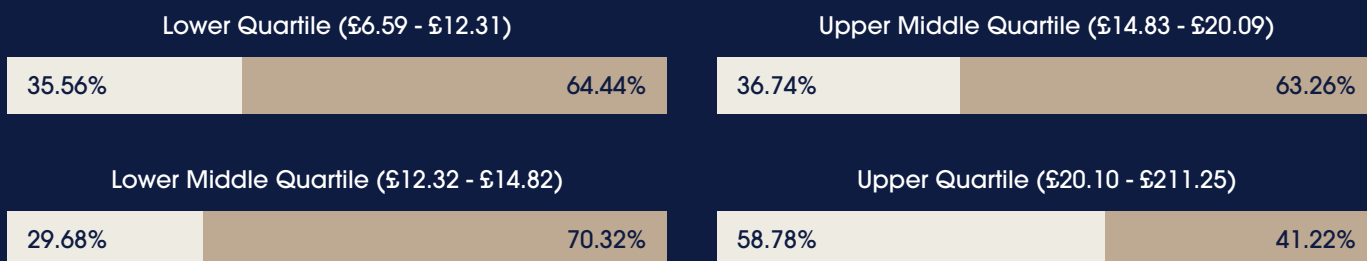
57.62%

Mean

59.10%

Median

Proportion of Men & Women According to Quartile Pay Bands



Proportion of Men & Women Receiving a Bonus Payment



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 reducing our mean gender pay gap. In 2019, the gap was 43.59%, and this year it stands at 26.40%. While there has been a slight increase of 1.06% compared to our previous report, this can be attributed to a significant rise in headcount following a large acquisition. We are now applying the Group's pay monitoring processes to this new population and anticipate a continued decrease in the pay gap moving forward.

This report is accurate at the time of publishing.

Michael Cook
Chief Executive Officer

(1 April 2025)

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LRG Demographics

Total Headcount

2,250

PART TIME 15%

FULL TIME 85%

Men



39%

Women

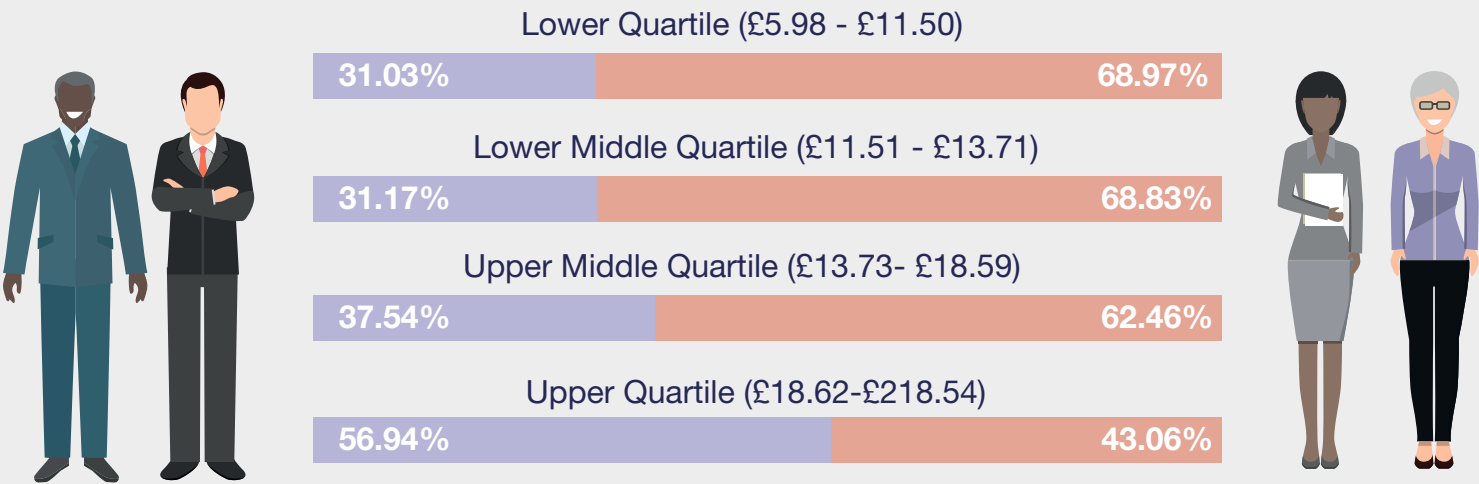


61%

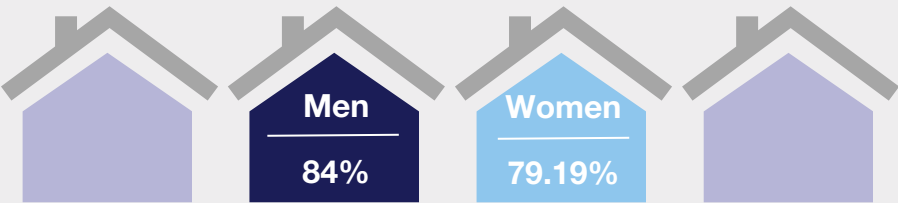
LRG Mean & Median Gender Pay Gap

Hourly Pay	Mean : 25.14%	Median : 15.14%
Bonus	Mean : 56.57%	Median : 62.46%

Proportion of Men & Women According to Quartile Pay Bands



Proportion of Men & Women Receiving a Bonus Payment



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Since the first gender pay gap report was created as a group, we have seen a positive movement around our mean gender pay gap which in our 2019 publication was 43.59%, this reduced to 30.58% last year and has reduced further to 25.14% this year. This shows a continued positive movement for the group to now have reduced its gender pay gap by 18.45% and shows the business continues to take steps in the right direction.



This report is accurate at the time of publishing.
Michael Cook, Chief Executive Officer
(1 April 2024)

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GROUP

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LRG Demographics

Total Headcount

2,313

PART TIME 15%

FULL TIME 85%

Men



39%

Women



61%

LRG Mean & Median Gender Pay Gap

Hourly Pay

Mean : 30.58%

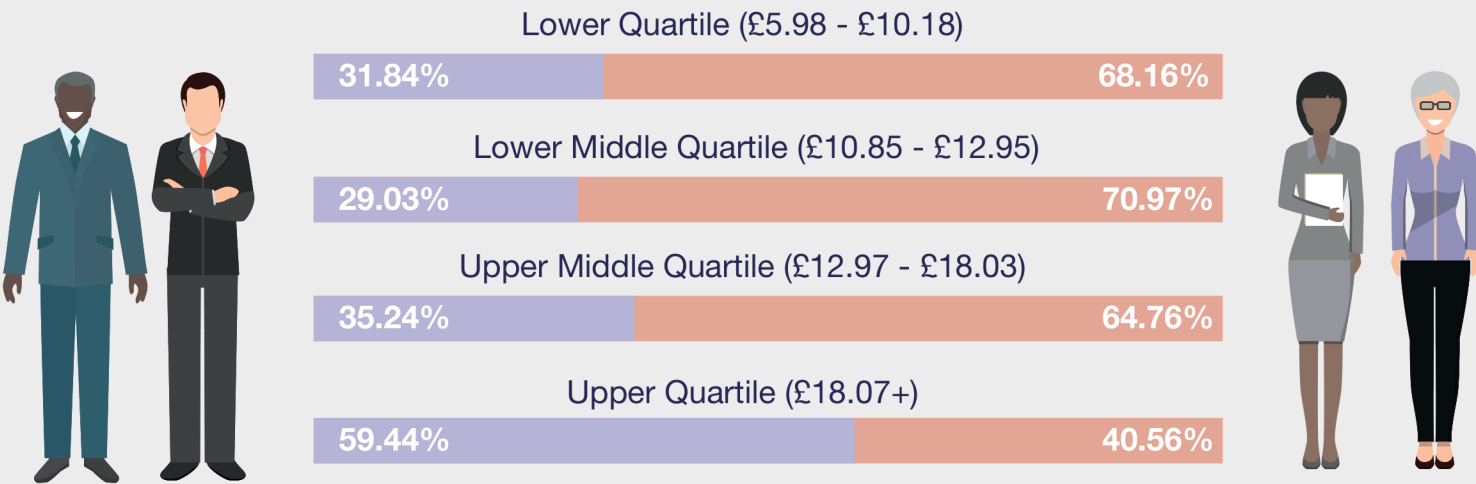
Median : 19.20%

Bonus

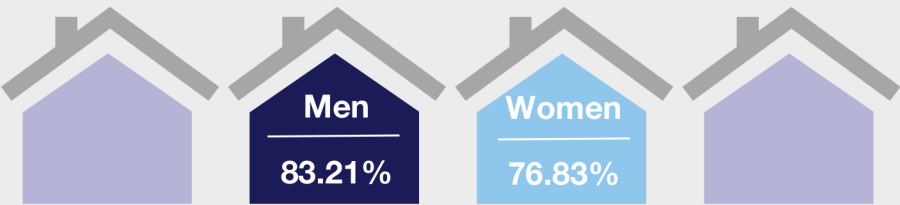
Mean : 64.51%

Median : 70.90%

Proportion of Men & Women According to Quartile Pay Bands



Proportion of Men & Women Receiving a Bonus Payment



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Since the first gender pay gap report was created as a group, we have seen a positive movement around our mean gender pay gap which in our 2019 publication was 43.59%, this reduced to 31.05% last year and has reduced further to 30.58% this year. This shows a continued positive movement for the group to now have reduced its gender pay gap by 13.01% and shows the business continues to take steps in the right direction.



This report is accurate at the time of publishing.
Peter Kavanagh, Chief Executive Officer
(1 April 2023)