

LEADERS ROMANS

GROUP

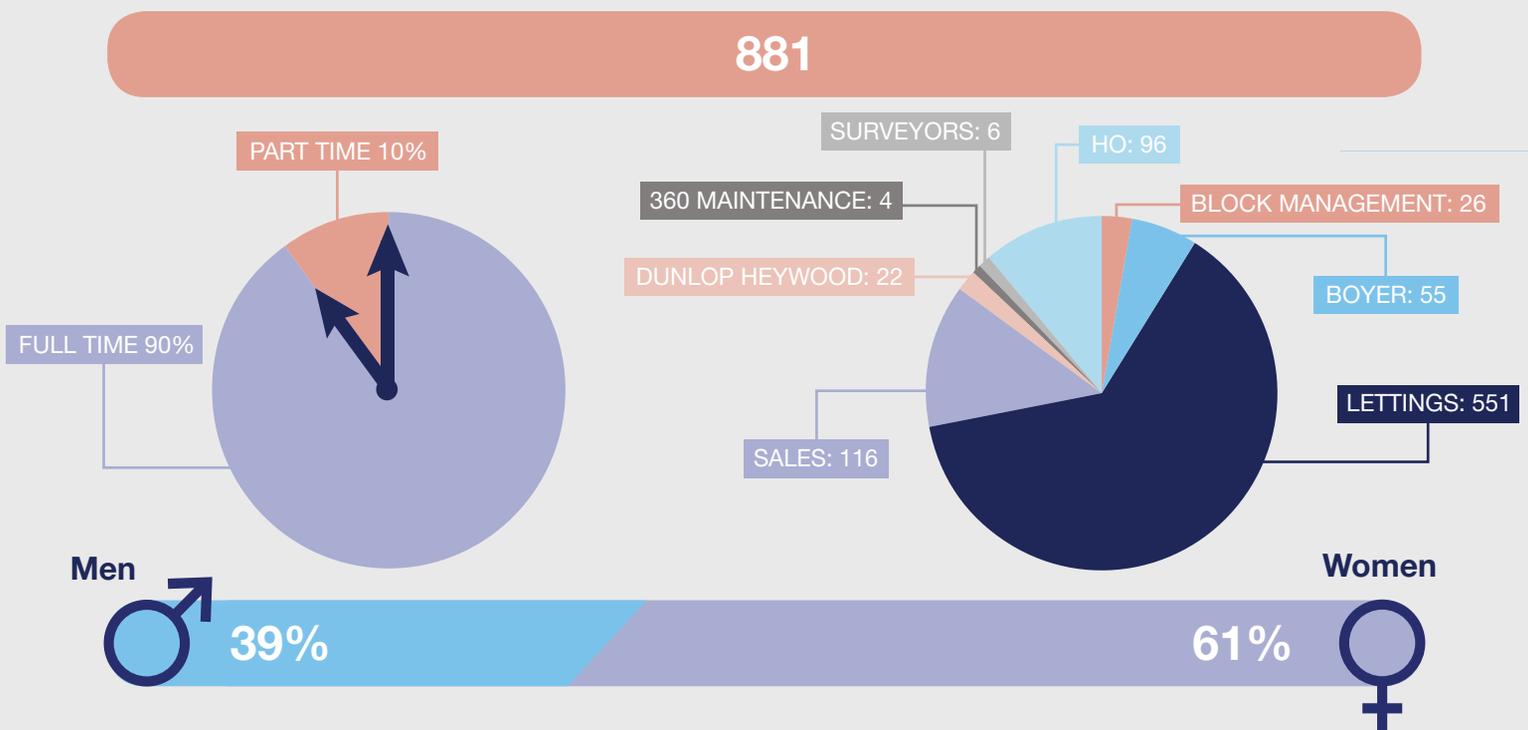
Gender Pay Gap Report

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 2021. The pay data is for all UK employees from the pay period including 5th April 2020 as specified by the UK regulations.

This year's data is not a true reflection of LRG's Gender pay gap due to the data being captured at a time that Furlough was being utilised by the group. The groups relevant employee numbers would be 2,059 however the headcount for the purposes of this report is only 881.

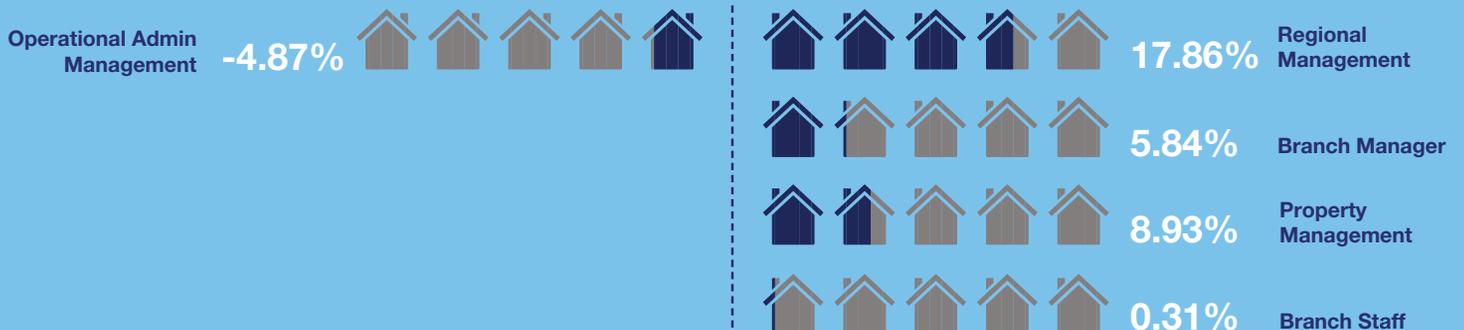
LRG Demographics

Total Headcount



Lettings Division Mean Gender Pay Gap

A large proportion of our employees work within our lettings division. For the purposes of the data within this report 551 of the 881 work within lettings.

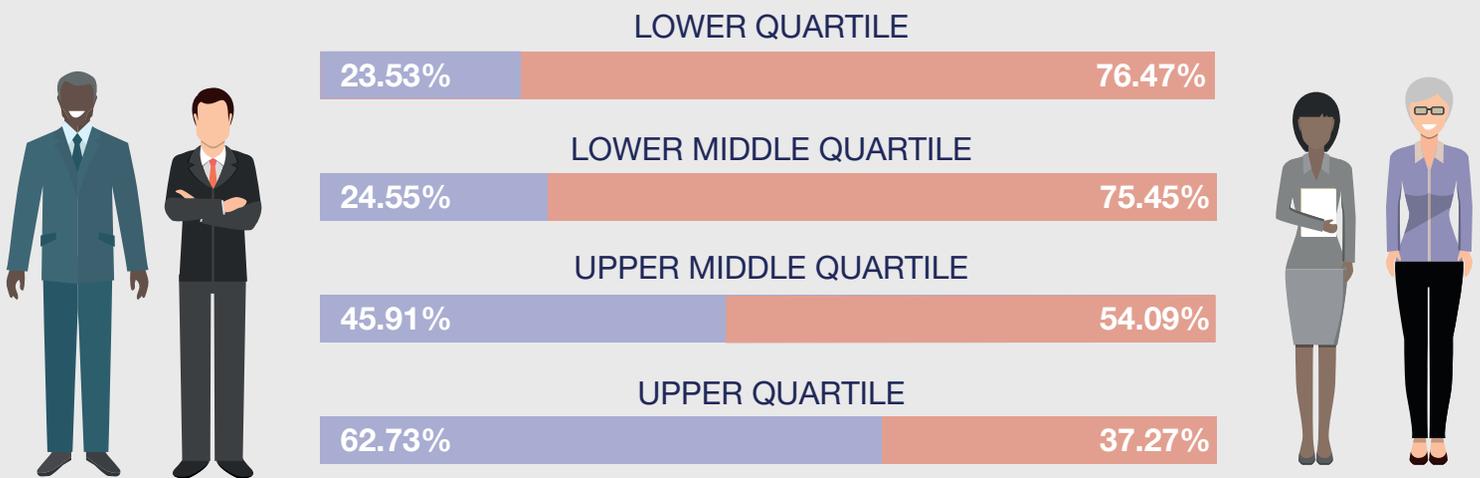


* Please note that each house represents 5%

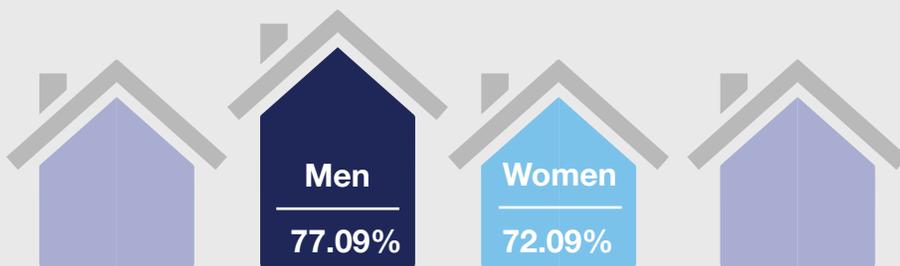
LRG Mean & Median Gender Pay Gap

Hourly Pay	Mean : 31.69%	Median : 28.61%
Bonus	Mean : 54.70%	Median : 62.66%

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 2020 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 2020 and are not FTE adjusted. This year's report has seen a reduction in the mean bonus gap of 7.37%.



This report is accurate at the time of publishing.

Peter Kavanagh, Chief Executive Officer
(1 April 2021)