

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 2022. The pay data is for all UK employees from the pay period including 5th April 2021 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 still being utilised by the group. The groups relevant employee numbers would be 2,098 however the headcount for the purposes of this report is only 1,888.

LRG Demographics

Total Headcount

1,888

PART TIME 15%

FULL TIME 85%

Men



38%

Women



62%

LRG Mean & Median Gender Pay Gap

Hourly Pay

Mean : 31.05%

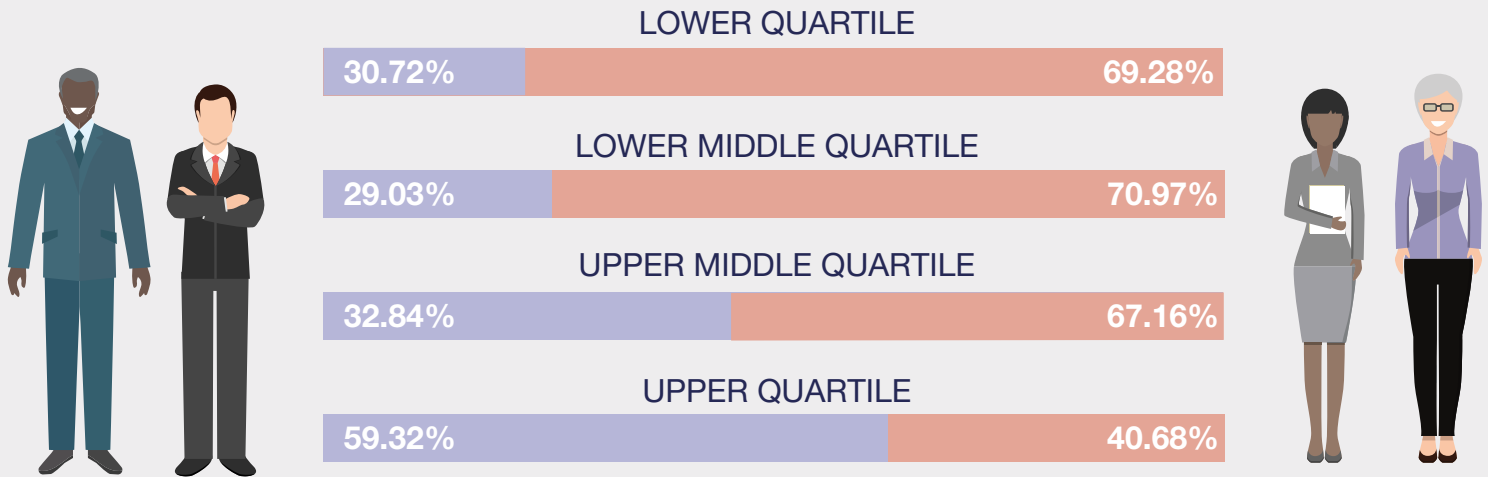
Median : 20.41%

Bonus

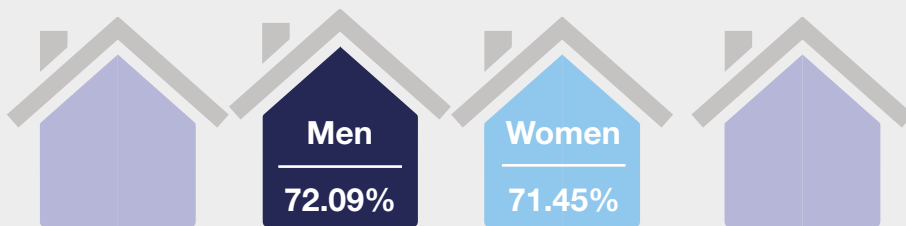
Mean : 59.78%

Median : 68.42%

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 2021 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 2021 and are not FTE adjusted.

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 has reduced to 31.05% for this years publication. This is a fantastic achievement for the group to have been able to reduce its gender pay gap by 12.54% and shows the business is taking steps in the right direction.

The group has also worked on ensuring over the past couple of years to have a senior leadership team that is reflective of our workforce. This management team is now split 54% male and 46% female again this shows a positive move forward for the group around gender equality.

This report is accurate at the time of publishing.

Peter Kavanagh, Chief Executive Officer
(1 April 2022)