

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 2023. The pay data is for all UK employees from the pay period including 5th April 2022 as specified by the UK regulations.

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%

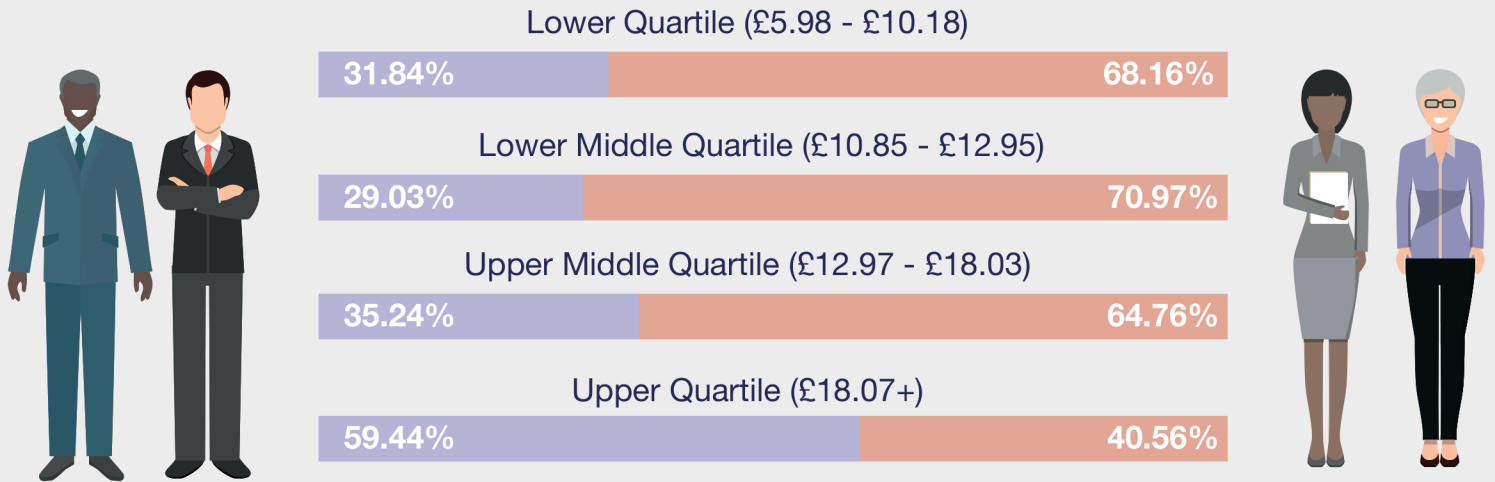
Median : 19.20%

Bonus

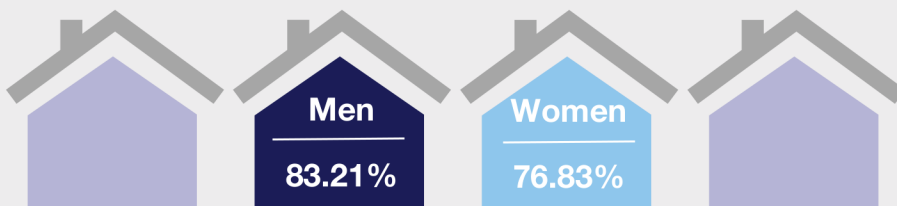
Mean : 64.51%

Median : 70.90%

Proportion of Men & Women According to Quartile Pay Bands



Proportion of Men & Women Receiving a Bonus Payment



The bonus data is the actual bonus payments for employees made in the 12 months prior to the 5th April 2022 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 2022 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 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)