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 1st April 2026. The pay data is for all UK employees from the pay period including 5th April 2025 as specified by the UK regulations.

LRG Demographics

Part time

12.2%

Full Time

87.8%

Total Headcount

3040

Men

42.4%

Women

57.6%

LRG Mean & Median Gender Pay Gap

Hourly Pay

29.95%
Mean

20.70%
Median

Bonus

60.81%
Mean

65.02%
Median

Proportion of Men & Women According to Quartile Pay Bands

Lower Quartile (£6.59 - £12.31)

33.68%	66.32%

Upper Middle Quartile (£14.83 - £20.09)

35.61%	64.39%

Lower Middle Quartile (£12.32 - £14.82)

33.33%	66.67%

Upper Quartile (£20.10 - £211.25)

67.24%	32.76%

Proportion of Men & Women Receiving a Bonus Payment



Men	Women
86.13%	77.29%

The bonus data is the actual bonus payments for employees made in the 12 months prior to the 5th April 2025 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 5th April 2025 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 29.95%. Compared to the analysis last year, we have seen a slight increase in our gender pay gap however this can likely be attributed to a substantial increase in our headcount this year through acquisition. This year's analysis has been conducted on an additional 466 employees the majority of which joined us through acquisition. We are now applying LRG's pay monitoring processes to this population along with embracing the Group's 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 2026)