



UK gender pay reporting 2017



Message from **Tim Robinson**, Chief Executive Officer, LGC

It is crucial to me that we foster an inclusive and diverse environment, where each and every one of our employees knows they can fulfil their potential by developing and growing their career, regardless of their gender, whilst contributing to our vision of Science for a Safer World.

We welcome the Gender Pay Reporting under the Equality Act 2010 (Gender Pay Information) Regulations 2017, under UK legislation, as it provides us with the opportunity to share our gender pay data openly, explain the reasons for gaps and discuss steps we are putting in place to address them.

It is important to differentiate gender pay gap and equal pay. The UK Department for Business, Energy and Industrial Strategy explains that “The gender pay gap shows the difference in the average pay between all men and women in a workforce”.

We are required to publish the following data, about our UK workforce:

- mean and median gender hourly pay rate gaps
- mean and median gender bonus gaps
- the proportion of men and women who received bonuses
- the proportion of men and women employees in each pay quartile

Equal pay is the right for men and women to be paid the same when doing the same, or equivalent, work. All LGC positions are benchmarked internally and externally to ensure consistency of pay across the Group. We will continue to ensure that there is consistency of pay across the whole Group, irrespective of gender.

Across our entire UK business:

Women's hourly pay rate



Women are paid **23% less** than men (mean)



Women are paid **13% less** than men (median)

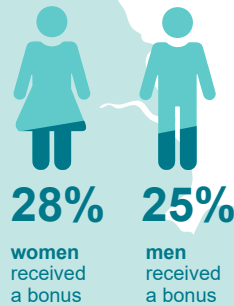
Bonus pay



Women's bonus pay is **68% lower** than men (mean)

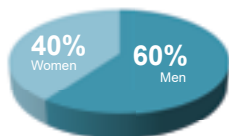


Women's bonus pay is **72% lower** than men (median)

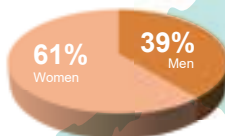


Pay quartiles

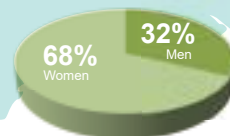
Upper quartile



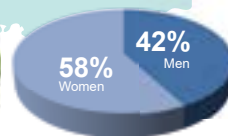
Upper middle quartile



Lower middle quartile



Lower quartile



LGC's gender pay data



The following gender pay data is based on LGC's UK employee data from 5 April 2017.

57% of LGC's UK employees are women, which is a greater representation than the average in scientific professions (Wise campaign 2017- Women in STEM workforce report).

Why does LGC have a gender pay gap?

As gender pay gaps are based on averages taken across the whole organisation, they do not take into account factors such as job type or different levels of seniority. We have reviewed our gender pay gap numbers carefully and there are more women than men in three of the four pay quartiles however there are more men in the top quartile. This is the main reason for our gender pay gap, and this is very much in line with the majority of UK companies. The demographics of our population are shown in the pay quartiles graphic.

We are putting in place actions to support a more diverse organisation, at all levels of the Group.

How we plan to foster greater diversity at LGC

Initial analysis indicates that the gender pay gaps we are observing stem from a diversity imbalance in the senior roles – where we have increased our female population, but clearly not by enough. However, we need to better understand what the issues are and how we can target our efforts to address them.

We recognise that fostering greater diversity will take time. We will conduct a thorough review of the data to identify where the challenges are, the reasons for this and how we can best target new initiatives to improve gender balance.

Alongside this, we will continue to focus on ensuring there is no bias in the hiring, promotion, development and retention of employees. LGC has an annual global talent review process and we regularly review succession plans to ensure that we have diverse internal pipelines. We have a robust and consistent personal performance and development review process which encourages colleagues to discuss their career aspirations and plan their personal development. We will also continue our STEM (Science, Technology, Engineering and Maths) activities to engage the younger generations and grow our future pool of talent.

We also have a policy of flexible working arrangements for our UK employees which supports colleagues in all stages of their lives in achieving their desired work and life balance, helping them with parenthood, studies, caring and hobbies.

We will continue our commitment to equal pay. We will continue to develop initiatives and review our existing programmes and policies to improve diversity, including representation at senior levels and enable all employees to fulfil their potential and achieve their career aspirations regardless of gender, race, sexuality etc.

I confirm that this report and its data are accurate.

Tim Robinson
Chief Executive Officer

