



# Gender pay gap report

(UK) 2022



At LGC, we aspire to build an inclusive working environment where the opportunity for progression is equal for all. This 2022 Gender Pay Gap report is the sixth edition LGC has published, focusing on the differences in hourly and bonus pay between our male and female colleagues working in the UK.

Our headline results this year – based on data as of 5 April 2022 – are a mean gender hourly pay gap of 26% with a median gender hourly pay gap of 18%, and a mean gender bonus pay gap of 60% with a median gender bonus pay gap of 35%. Compared to our 2021 results, this represents ‘no change’ to our mean hourly pay gap, with a reduction to the median pay gap. Whilst the mean bonus gap increased by 7%, the median decreased significantly by 14%. Across all LGC UK entities, the proportion of both females and males in receipt of a bonus has fallen slightly, similar to proportions seen in 2020.

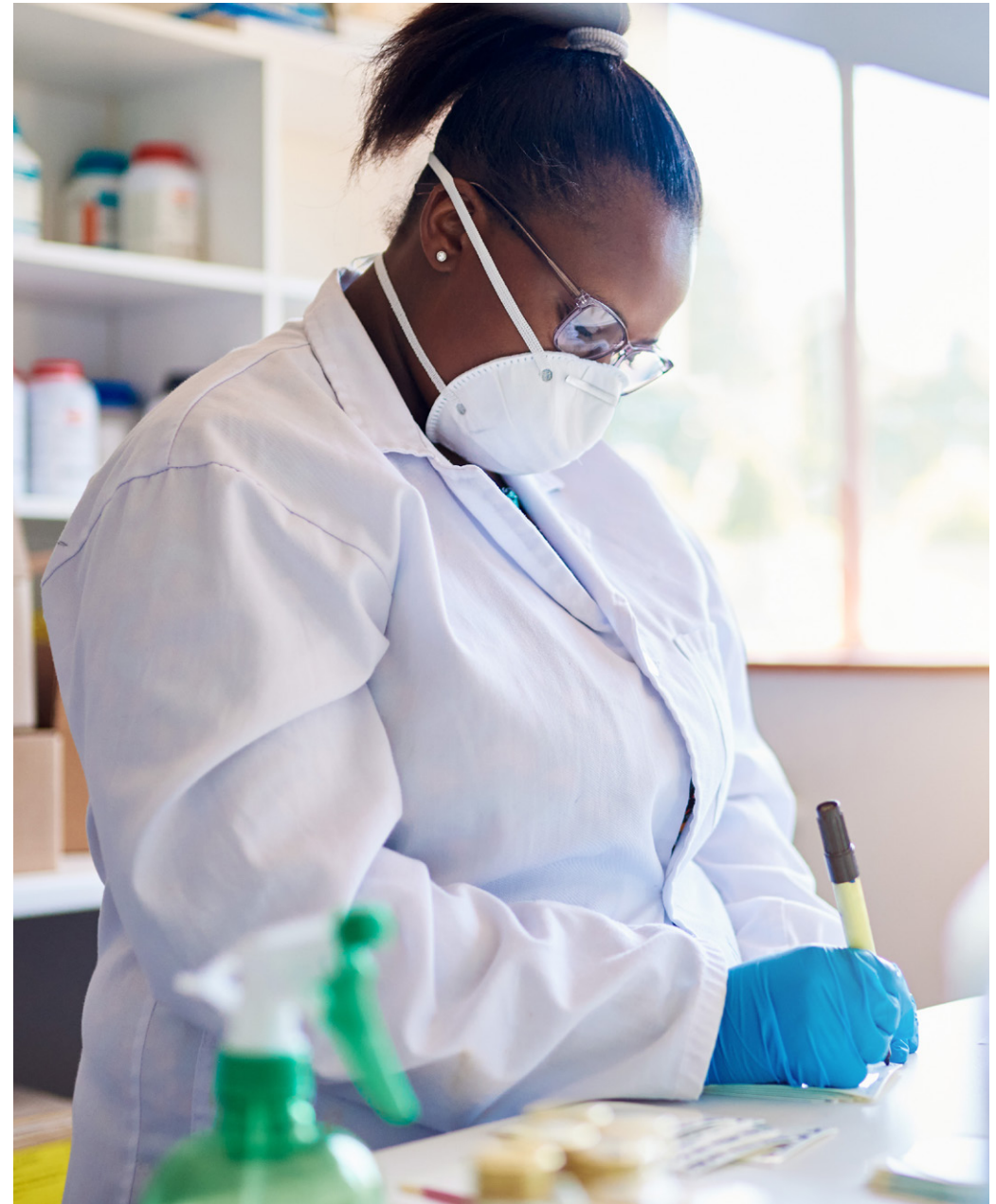
In our 2021 report, we recognised that salary differences in pay between genders is not only a matter of concern for colleagues in the UK. Therefore, we are expanding our gender pay gap analysis to report on all countries where LGC has more than 250 employees. This extended report will be available shortly.

**I confirm that this report and its data are accurate.**



**Euan O'Sullivan**

President and Chief Executive Officer



## WHAT IS THE GENDER PAY GAP?

The gender pay gap is a measure of the difference in the mean and median pay of all men and women in a workforce, regardless of the nature of their work, across our UK business.

The gender pay gap does not measure equal pay. Equal pay is the right for men and women to be paid the same when doing the same, or equivalent, work and is monitored for compliance through regular review of our pay procedures.

## REPORTING REQUIREMENTS

All UK companies with 250 employees or more on 5 April 2022 are required to report the following gender pay gap data:

- The difference in mean and median hourly pay between male and female employees (based on hourly rates of pay as at 5 April 2022);
- Difference in mean and median bonus pay between male and female employees (based on bonus pay received in the 12 months preceding 5 April 2022);
- The proportion of male and female employees who received bonus pay;
- The proportion of male and female employees across four proportional pay bands.

### PROPORTION OF FEMALES AND MALES WHO RECEIVE BONUS PAY - 2022

#### LGC LIMITED



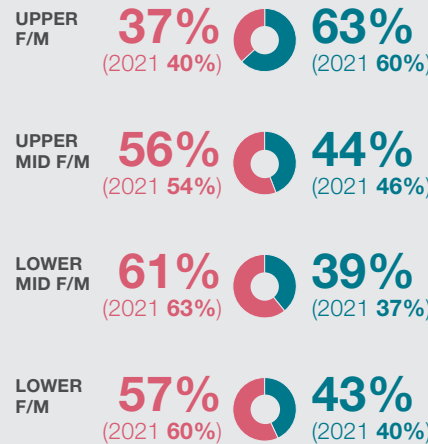
#### ALL LGC UK ENTITIES



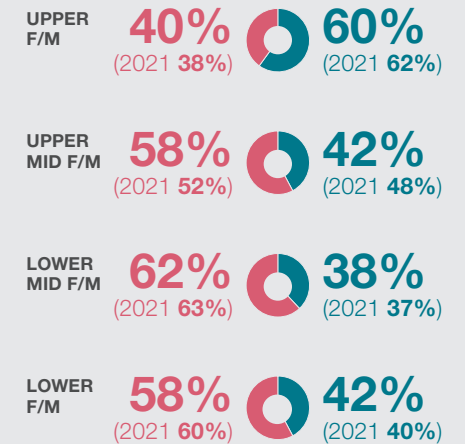
Across all LGC UK entities, the proportion of both females and males in receipt of a bonus has slightly decreased compared to the prior year.

### PROPORTION OF FEMALES AND MALES IN EACH PAY QUARTILE (IN %)

#### LGC LIMITED



#### ALL LGC UK ENTITIES

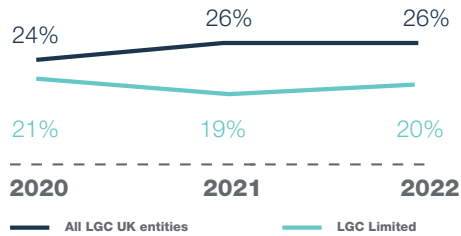


Across all LGC UK entities, female representation reduces within the upper quartile of pay. This has seen a slight improvement compared to the prior year.

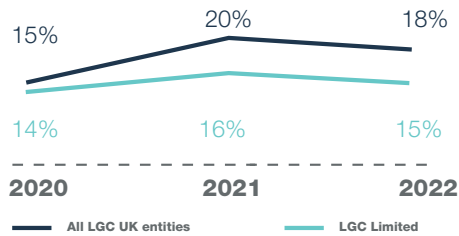
# Our 2022 results

(data as of 5 April 2022)

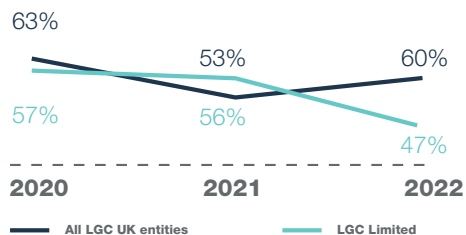
## MEAN HOURLY PAY GAP



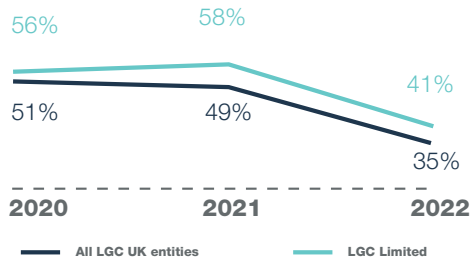
## MEDIAN HOURLY PAY GAP



## MEAN BONUS PAY GAP



## MEDIAN BONUS PAY GAP



Across all LGC UK entities, the hourly pay gap has remained the same for mean hourly pay but has reduced for the median in comparison to the prior year. Hourly rate gap: Women earn, on average, 74p for every £1 that men earn, when comparing mean hourly pay. Women earn 82p for every £1 that men earn, when comparing median hourly pay.

Across all LGC UK entities, the bonus gap has increased in comparison for the mean to the prior year, but has reduced for the median. Bonus pay gap: Women earn, on average, 40p for every £1 that men earn, when comparing mean bonus pay. Women earn 65p for every £1 that men earn, when comparing median bonus pay.

