

# Gender pay gap REPORT

UK 2023





# At LGC, we aspire to build an inclusive working environment where the opportunity for progression is equal for all.

Euan O'Sullivan  
President & Chief Executive Officer



**The central factor driving differences in pay between women and men, is representation -** with male colleagues continuing to occupy more senior and therefore higher paying roles, than female colleagues. As such, a key focus to close the gender pay gap, is increasing the proportion of female colleagues at senior levels within LGC, specifically by:

- **Attracting and recruiting female talent:** For all leadership roles we have a commitment to use diverse hiring panels, review job adverts to ensure more gender-neutral tones and proactively ensure there is diverse candidate representation in each hiring process.
- **Developing our pipeline of future female leaders:** We are actively supporting female colleagues to progress into more senior roles, including via our 'Women in leadership' programme and the activities of the LGC Women's Network. This includes our target to increase female representation in the LGC Leadership Team (LLT) to 35% by 2024.
- **MyCareer Framework to improve career opportunities for female talent:** Our new MyCareer Framework will enable us to provide a gender-neutral platform to define our roles, improve future career paths and drive equal opportunities for females throughout LGC.

I confirm that this report and its data are accurate.

**Euan O'Sullivan**  
President & Chief Executive Officer

**The following report represents the seventh UK gender pay gap report** LGC has published, focusing on the differences in hourly and bonus pay between women and men working in our UK businesses in 2023<sup>1</sup>.

**Our headline results this year** – based on data as of 5 April 2023 – are a mean gender hourly pay gap of 24% with a median gender hourly pay gap of 17%, and a mean gender bonus pay gap of 68%, with a median gender bonus pay gap of 49%<sup>2</sup>.

**Compared to our 2022 results**, the mean and median gender pay gap has decreased. Conversely, the mean bonus gap has increased by 8% and the median has increased by 14%, since last year.

The proportion of both females and males in receipt of a bonus has increased significantly, with 55% of females and 58% of males receiving a bonus, compared to 34% of females and 42% of males receiving a bonus previously. This is a positive step in bringing the proportion of male and female colleagues receiving a bonus to an equal level.

<sup>1</sup> Employers in the UK with more than 250 staff are required by law to publish their gender pay gap information. In our case, this only applies to LGC (TEDDINGTON) LTD. For transparency, this report includes data for all LGC UK legal entities, as well as for LGC (TEDDINGTON) LTD. Unless otherwise specified - commentary within this report relates to all LGC UK legal entities.

<sup>2</sup> Based on the 2023 reporting guidelines, 54% of our colleagues at all LGC UK legal entities are female (555 male relevant employees and 642 relevant female employees).

## What is the gender pay gap?

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

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The gender pay gap **does not measure equal pay.**

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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 2023** 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 of 5 April 2023).
- The proportion of male and female employees who received bonus pay.
- Difference in mean and median bonus pay between male and female employees (based on bonus pay received in the 12 months preceding 5 April 2023).
- The proportion of male and female employees across four proportional pay bands.

“Based on the 2023 reporting guidelines, LGC UK reported a **mean gender bonus pay gap of 68%** with a **median gender bonus pay gap of 49%**”



Our headline results this year – based on data as of 5 April 2023 – are a **mean gender hourly pay gap of 24%** with a **median gender hourly pay gap of 17%**.

54%

Of our colleagues at all LGC UK legal entities are female.

555

The amount of male relevant employees.

642

The amount of female relevant employees.



# Proportion of females and males in each pay quartile (data as of 5 April 2023)



Female-male representation across the four quartiles of pay remained similar to the previous year.

Female representation decreases within the upper quartiles of pay.



“In 2023, female-male representation by pay quartile, within the UK, remained similar”

Proportion of females and males in each pay quartile (in %)

	Upper f/m	Upper Mid f/m	Lower Mid f/m	Lower f/m
2022 LGC (TEDDINGTON) LTD	40/60	58/42	62/38	58/42
2022 All LGC UK legal entities	37/63	56/44	61/39	57/43
2023 LGC (TEDDINGTON) LTD	41/59	59/41	64/36	57/43
2023 All LGC UK legal entities	38/62	56/44	63/37	55/45



# Our 2023 results

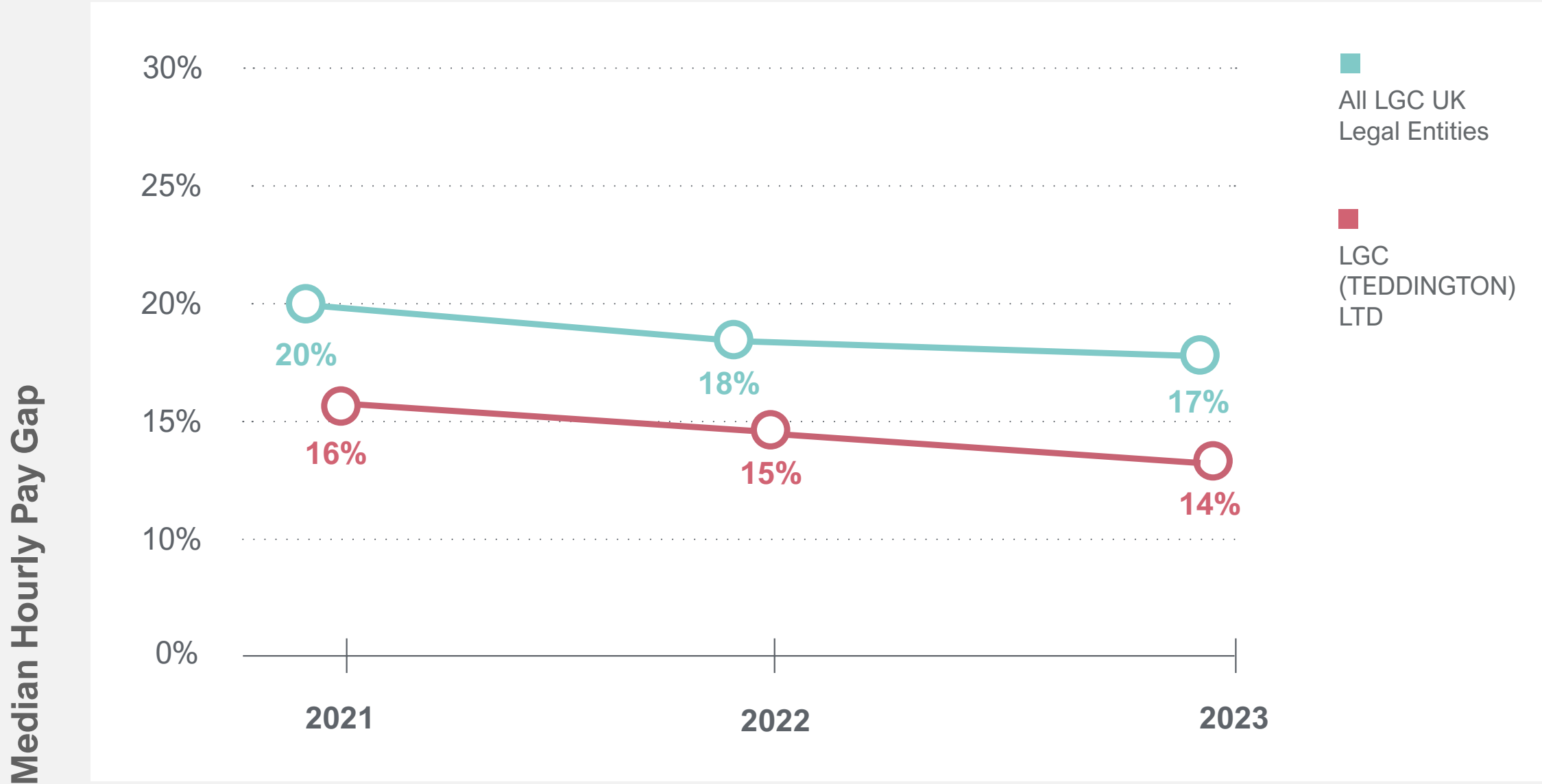
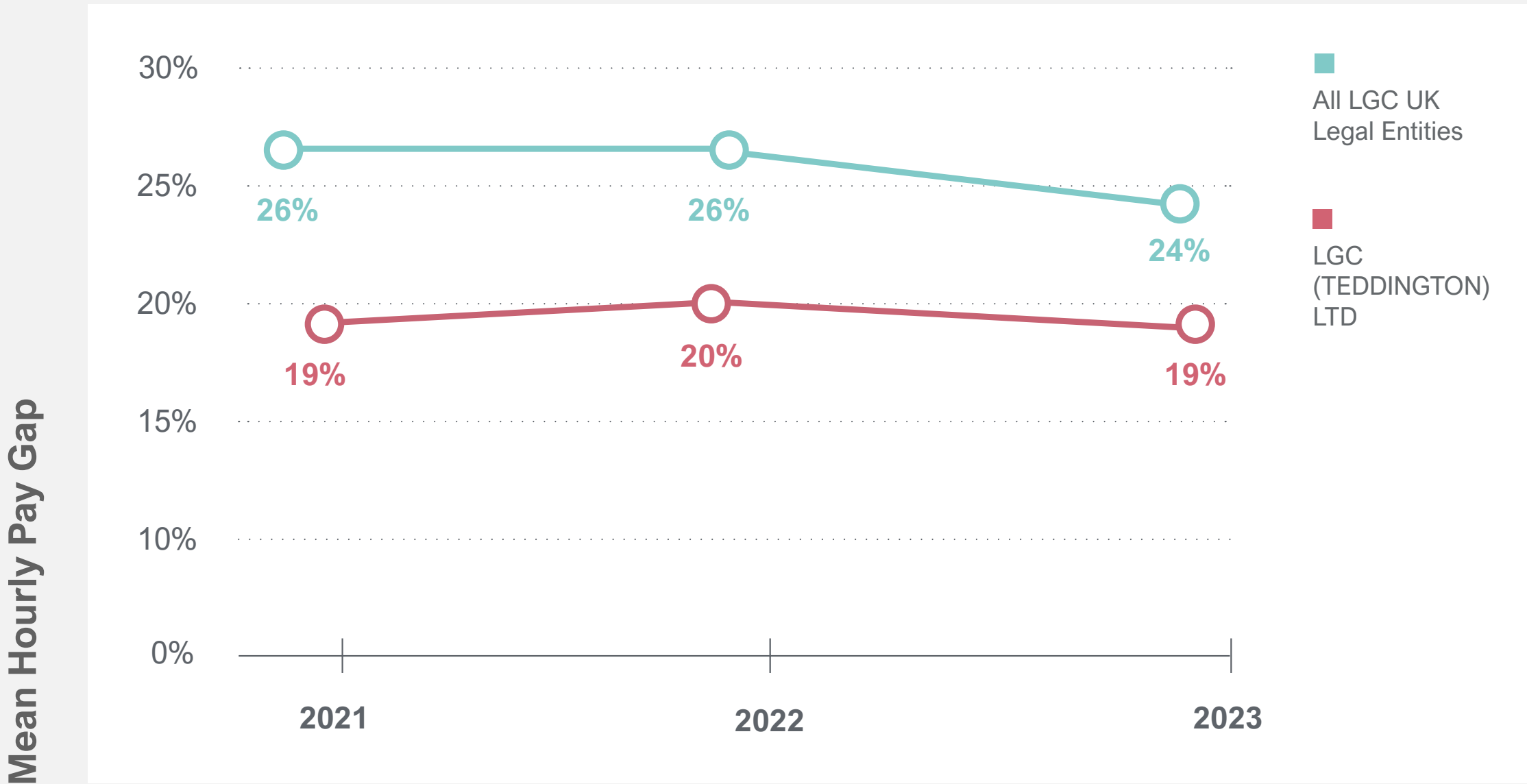
(data as of 5 April 2023)

### Hourly pay gap

Women earn, on average, 76p for every £1 that men earn, when comparing mean hourly pay.

Women earn 83p for every £1 that men earn, when comparing median hourly pay.

“In 2023, the **hourly pay gap** within the UK, **decreased** in comparison to the previous year”



# Our 2023 results

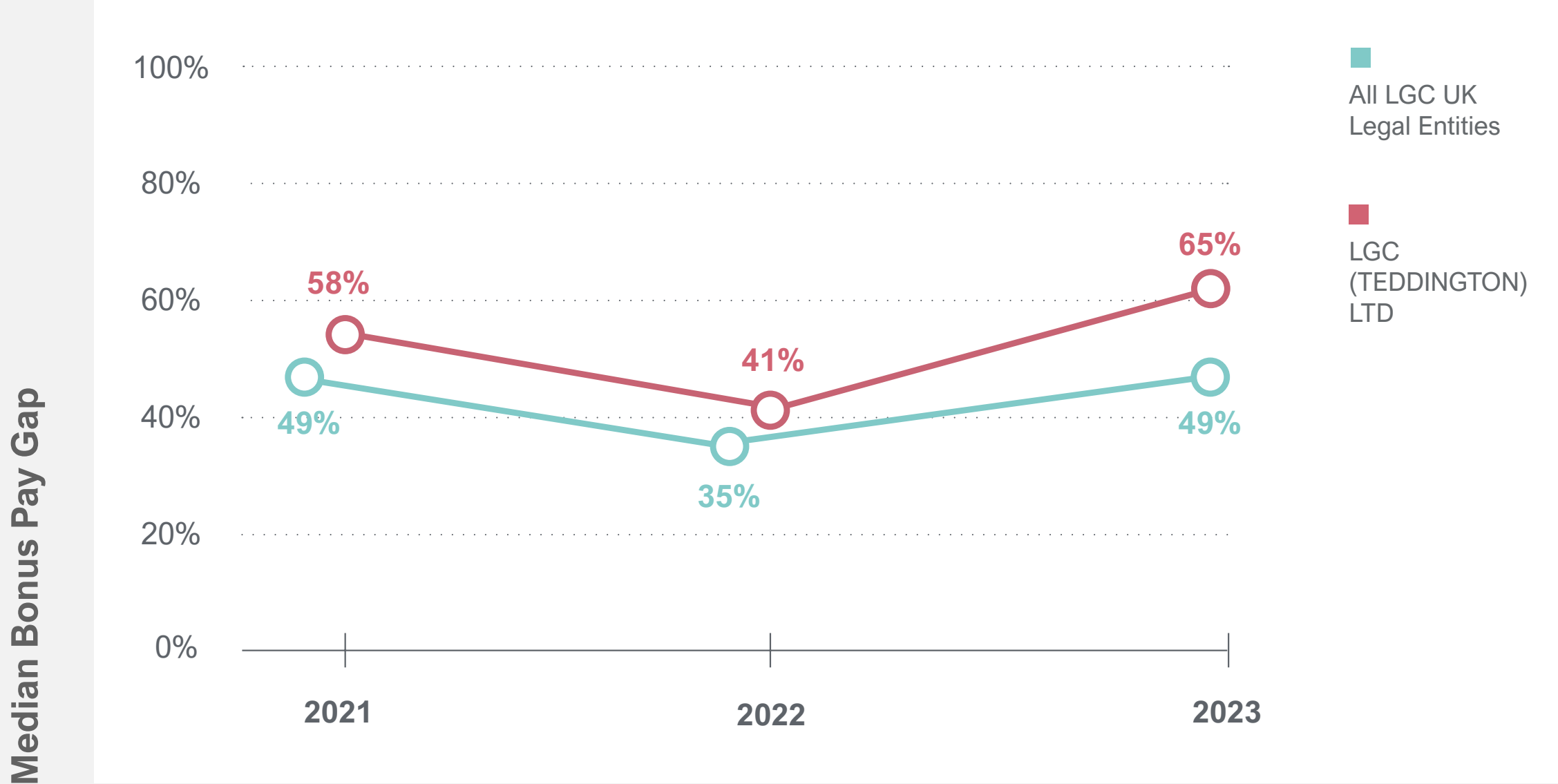
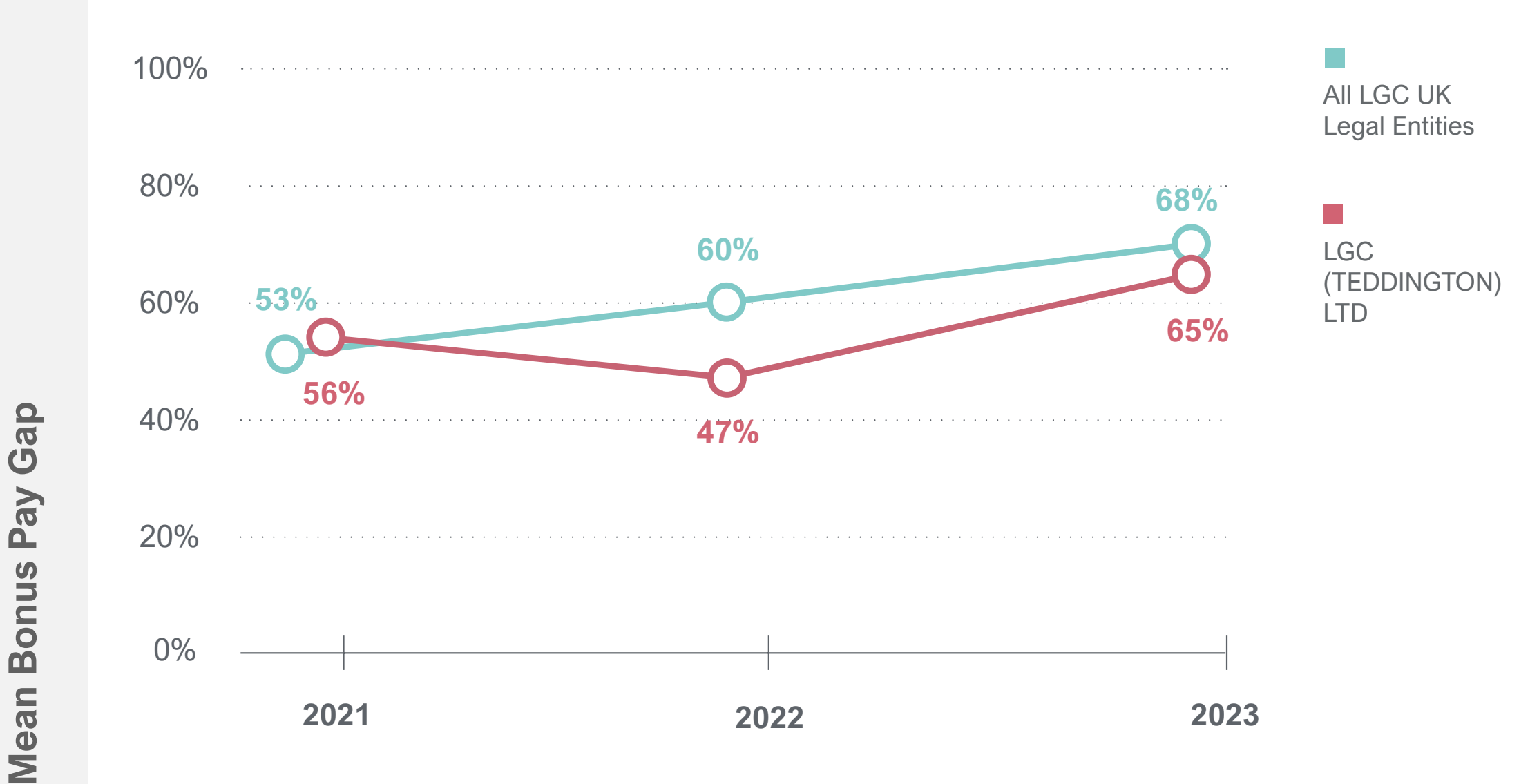
(data as of 5 April 2023)

### Bonus pay gap

Women earn, on average, 32p for every £1 that men earn, when comparing mean bonus pay.

Women earn 51p for every £1 that men earn, when comparing median bonus pay.

“In 2023, the **bonus pay gap**, within the UK, **increased** in comparison to the previous year”



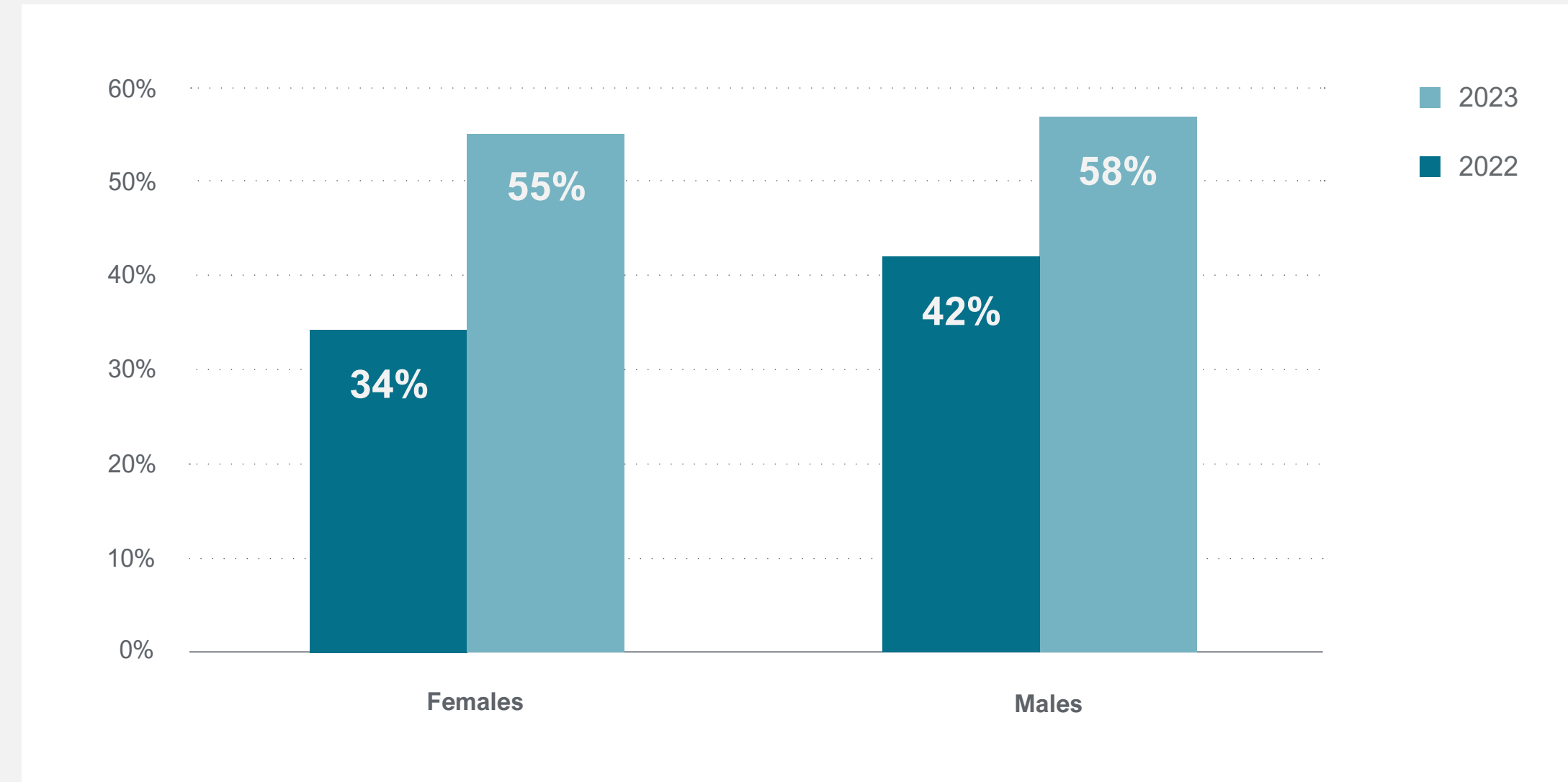
# Proportion of females and males who receive a bonus (data as of 5 April 2023)

“In 2023, the proportion of both female and male colleagues in receipt of a bonus, within the UK, increased significantly, with the gap between the number of female and male colleagues receiving a bonus decreasing”

In 2023, 55% of females and 58% of males received a bonus, compared to 34% of females and 42% of males receiving a bonus in the previous year.



All LGC UK Legal Entities



LGC (TEDDINGTON) LTD

