

## Our commitment to gender balance across LGC.

LGC is committed to creating a work environment where all of our colleagues have the opportunity to advance their careers, regardless of their gender, race, ethnicity or sexual orientation. One of the most tangible ways we measure how successful we are in achieving this ideal environment is through our compensation practices.

It is important to differentiate between 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”. Equal pay is the right for men and women to be paid the same when doing the same, or equivalent, work. Positions at LGC are benchmarked internally and externally to ensure consistency of pay across the organisation.

Employers in the UK with more than 250 staff are required by law to publish their gender pay gap information, covering pay and bonuses. In our case, this includes LGC Limited only. For transparency, this report is showing the data as of 5 April 2020, for all our UK legal entities, as well as for LGC Limited only (which represents 83% of the whole LGC UK employee base).

We are disappointed our hourly rate and our bonus pay gaps remained broadly similar between 2019 and 2020. The proportion of females and males who received a bonus payment has increased during the period. Across all LGC UK legal entities, the proportion of females in 3 of the 4 pay quartiles has increased. This is primarily due to our employee turnover (new joiners and leavers).

Where we find ourselves today is not where we aspire to be. As the results demonstrate, we still have insufficient female representation at the most senior levels of our business. Despite instigating a range of practices over recent years aimed at addressing this and closing our gender pay gap over the longer-term, the position has not improved and so we are acting now to stimulate change. Our starting point for this is our commitment to accelerate our 2021 gender pay gap analysis.

With the latest data in hand, we will implement market-based compensation practices designed to address internal equity gaps and adopt new hiring, promotion and development processes which better enable our female colleagues to reach high levels of management and leadership. We are determined to driving meaningful and lasting change and will share our latest analysis and action plan by 30 November 2021.

I confirm that this report and its data are accurate.

**Euan O’Sullivan**  
Chief Executive Officer



|                             | Hourly rate gap |        |
|-----------------------------|-----------------|--------|
|                             | Mean            | Median |
| 2019 LGC Limited            | 18%             | 16%    |
| 2019 All UK legal entities  | 23%             | 15%    |
| 2020 LGC Limited            | 21%             | 14%    |
| 2020 All UK legal entities* | 24%             | 15%    |

\* Hourly rate gap: Women earn, on average, 76p for every £1 that men earn, when comparing mean hourly pay. Women earn 85p for every £1 that men earn, when comparing median hourly pay.



|                              | Bonus pay gap |        |
|------------------------------|---------------|--------|
|                              | Mean          | Median |
| 2019 LGC Limited             | 55%           | 67%    |
| 2019 All UK legal entities   | 65%           | 50%    |
| 2020 LGC Limited             | 57%           | 56%    |
| 2020 All UK legal entities** | 63%           | 51%    |

\*\* Bonus pay: Women earn, on average, 37p for every £1 that men earn, when comparing mean bonus pay. Women earn 49p for every £1 that men earn, when comparing median bonus pay.



|                            | Proportion of females and males who receive bonus |      |
|----------------------------|---------------------------------------------------|------|
|                            | Female                                            | Male |
| 2019 LGC Limited           | 14%                                               | 18%  |
| 2019 All UK legal entities | 25%                                               | 37%  |
| 2020 LGC Limited           | 23%                                               | 31%  |
| 2020 All UK legal entities | 33%                                               | 42%  |



|                            | Proportion of females and males in each pay quartile |        |        |       |
|----------------------------|------------------------------------------------------|--------|--------|-------|
|                            | Upper                                                | U. Mid | L. Mid | Lower |
| 2019 LGC Limited           | 39/61                                                | 49/51  | 61/39  | 58/42 |
| 2019 All UK legal entities | 37/63                                                | 50/50  | 61/39  | 56/44 |
| 2020 LGC Limited           | 43/57                                                | 53/47  | 64/36  | 56/44 |
| 2020 All UK legal entities | 39/61                                                | 53/47  | 61/39  | 58/42 |