

Gender pay gap

REPORT

UK 2024



At LGC, we are committed to fostering an inclusive work environment where everyone has equal opportunities for career progression. This report marks the publication of our eighth UK Gender Pay Gap Report, focusing on the differences in hourly wages and bonus pay between women and men across our UK businesses in 2024.

Key results (based on data from 5 April 2024)

Hourly pay gap (mean):

21%

(a reduction from **24%** last year)

Hourly pay gap (median):

14%

(a reduction from **17%** last year)

Bonus pay gap (mean):

67%

(a reduction from **68%** last year)

Bonus pay gap (median):

34%

(a reduction from **49%** last year)

These figures represent a positive step forward from our 2023 results, reflecting a narrowing of the gap between the average hourly earnings of our male and female colleagues.

ADDRESSING THE GENDER PAY GAP

The primary contributor to the gender pay gap at LGC is the underrepresentation of women in senior, higher-paying roles. Therefore, a key focus is increasing the proportion of women in our leadership positions. This includes attracting more female candidates for senior roles, supporting their development, and enhancing career opportunities for women across our business.

Over the past year, we have undertaken several transformative initiatives to support these goals:

1. Attracting and recruiting female talent

- We are using AI software, Textio, to remove any potential bias in job adverts and ensure they appeal to a diverse range of candidates.
- We implemented software to track candidate diversity throughout the recruitment process, from application to onboarding, with monthly data reported to our Board.

2. Developing our pipeline of future female leaders

- We launched MyPerformance, a platform to enhance employee development, recognise performance, and support career progression.
- We offered over 150 online diversity, equity and inclusion training modules to all employees, covering topics such as unconscious bias, psychological safety, and inclusive leadership.

3. Improving career opportunities for

female colleagues

- We introduced the MyCareer Framework, a transparent and gender-neutral job architecture that promotes career development, enhances mobility, and supports equal opportunities across LGC.
- Increased female representation on the LGC Leadership Team (LLT) to 32%, up from 30% in 2023, towards our initial target of reaching 35%.

By taking these steps, we are continuing to make tangible progress towards creating an equal and inclusive workplace for all. 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 employed**, 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 2024 are required to report the following data:

- The proportion of male and female employees across four equal pay bands (quartiles)
- The difference in mean and median hourly pay between male and female employees (based on hourly rates of pay as of 6 April 2024)
- The proportion of male and female employees who received bonus pay
- The difference in mean and median bonus pay between male and female employees (based on bonus pay received in the 12 months preceding 6 April 2024).



Data reported

This report includes data for all LGC UK legal entities and uses the reporting guidelines issued by the UK Government¹. The information within this report is based on the following employee numbers on 6 April 2024:



685
female employees
(56%)



542
male employees
(44%)

¹ 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 Limited. For transparency, this report includes data for all LGC UK legal entities, as well as for LGC Limited. Unless otherwise specified - commentary within this report relates to all LGC UK legal entities.

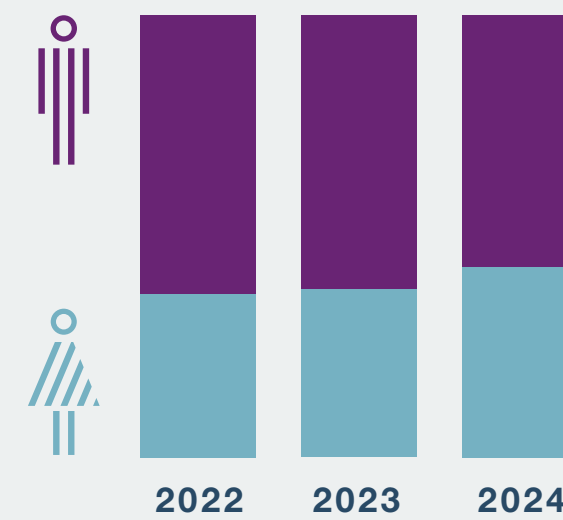
Proportion of female and male colleagues in each pay quartile

In 2024, there were more men than women in the upper quartile of pay. However, the gap has narrowed, with the percentage of women in the upper quartile increasing from 38% to 43%. Representation across the other three quartiles remain similar to last year.

Our 2024 results (data as of 5 April 2024)

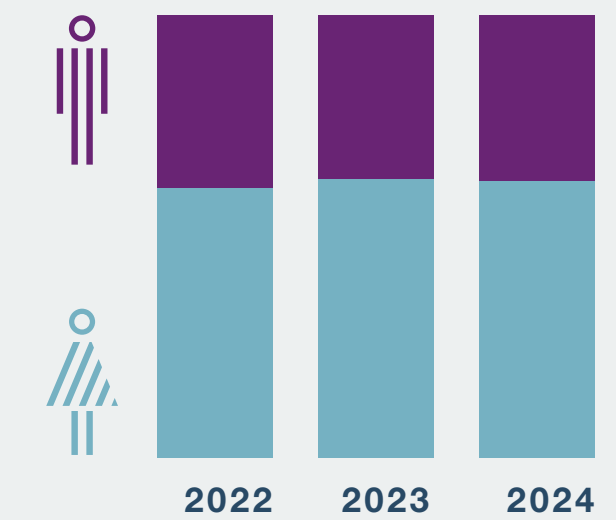
UPPER

	FEMALES	MALES
2022	37%	63%
2023	38%	62%
2024	43%	57%



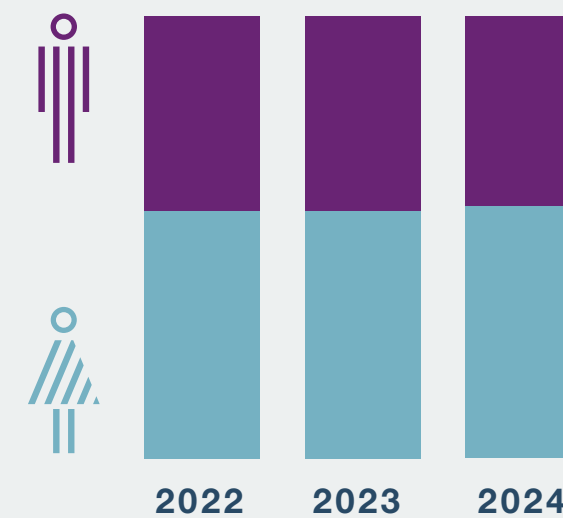
LOWER MID

	FEMALES	MALES
2022	61%	39%
2023	63%	37%
2024	63%	37%



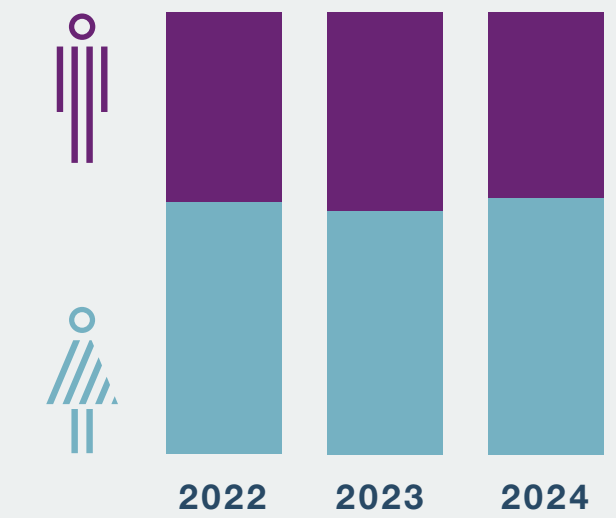
UPPER MID

	FEMALES	MALES
2022	56%	44%
2023	56%	44%
2024	57%	43%



LOWER

	FEMALES	MALES
2022	57%	43%
2023	55%	45%
2024	58%	42%



Hourly pay gap

In 2024, the mean hourly pay gap in the UK decreased from 24% to 21% compared to the previous year. The median hourly pay gap also decreased from 17% to 14%.

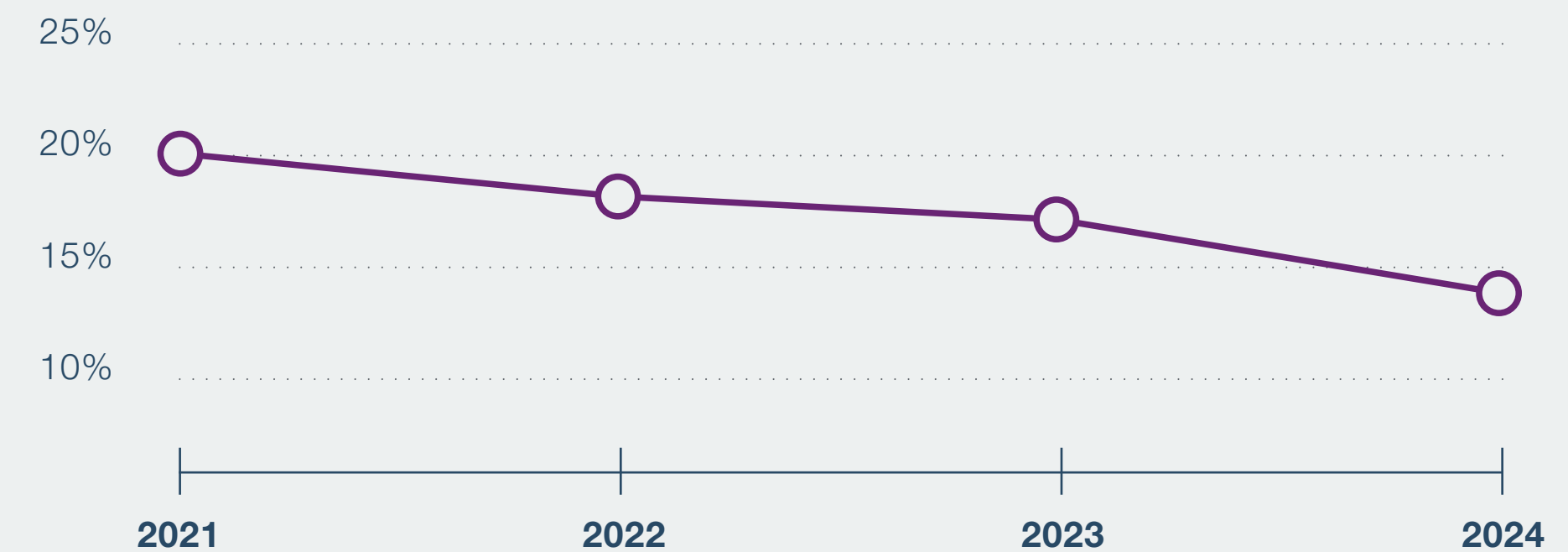
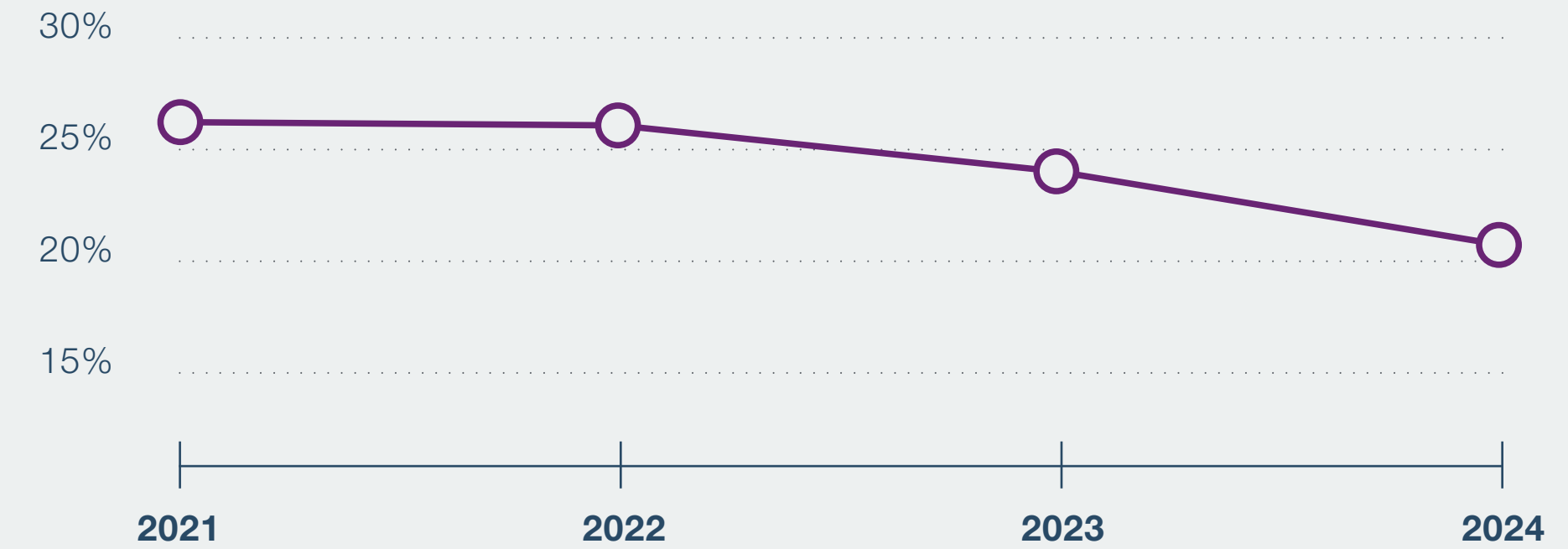
Our 2024 results (data as of 5 April 2024)

MEAN HOURLY PAY GAP

2021	26%
2022	26%
2023	24%
2024	21%

MEDIAN HOURLY PAY GAP

2021	20%
2022	18%
2023	17%
2024	14%



Proportion of females and male colleagues receiving a bonus

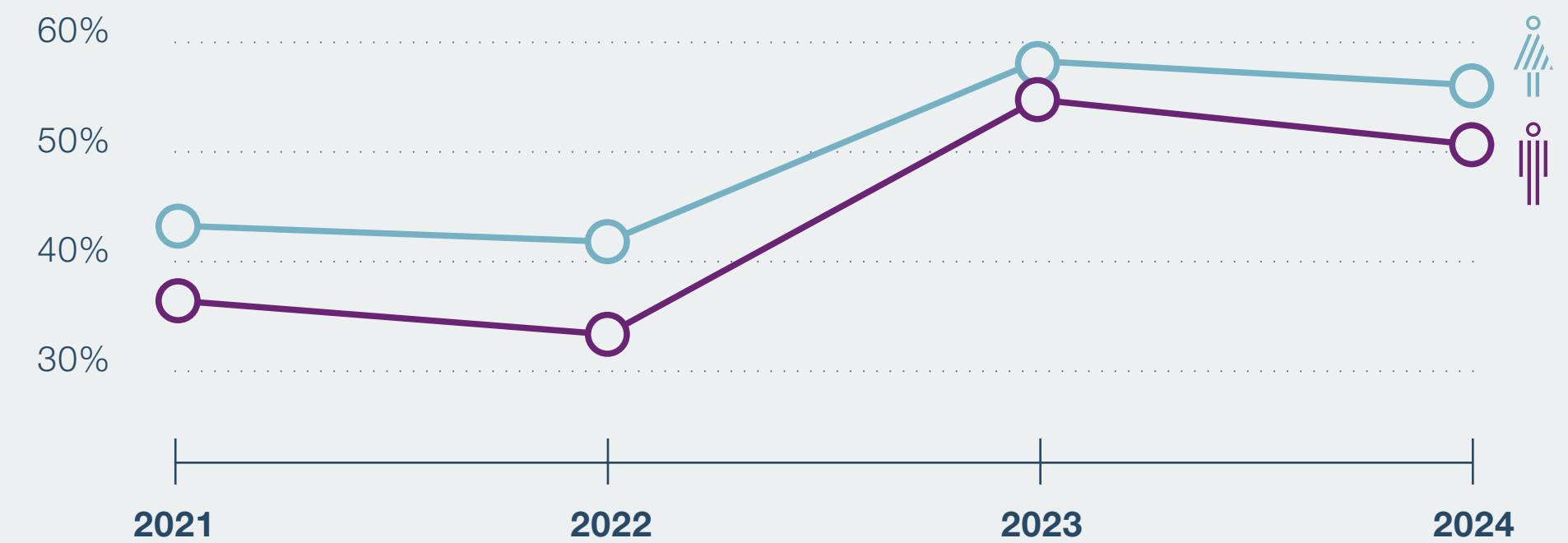
In 2024, 51% of female and 56% of male colleagues received a bonus, compared to 55% of women and 58% of men in the previous year.

This represents a slight decrease in the proportion of both female and male employees receiving bonuses, with the gap between them remaining similar to the previous year.

Our 2024 results (data as of 5 April 2024)

RECEIVING A BONUS:

	FEMALES	MALES
2021	37%	43%
2022	34%	42%
2023	55%	58%
2024	51%	56%



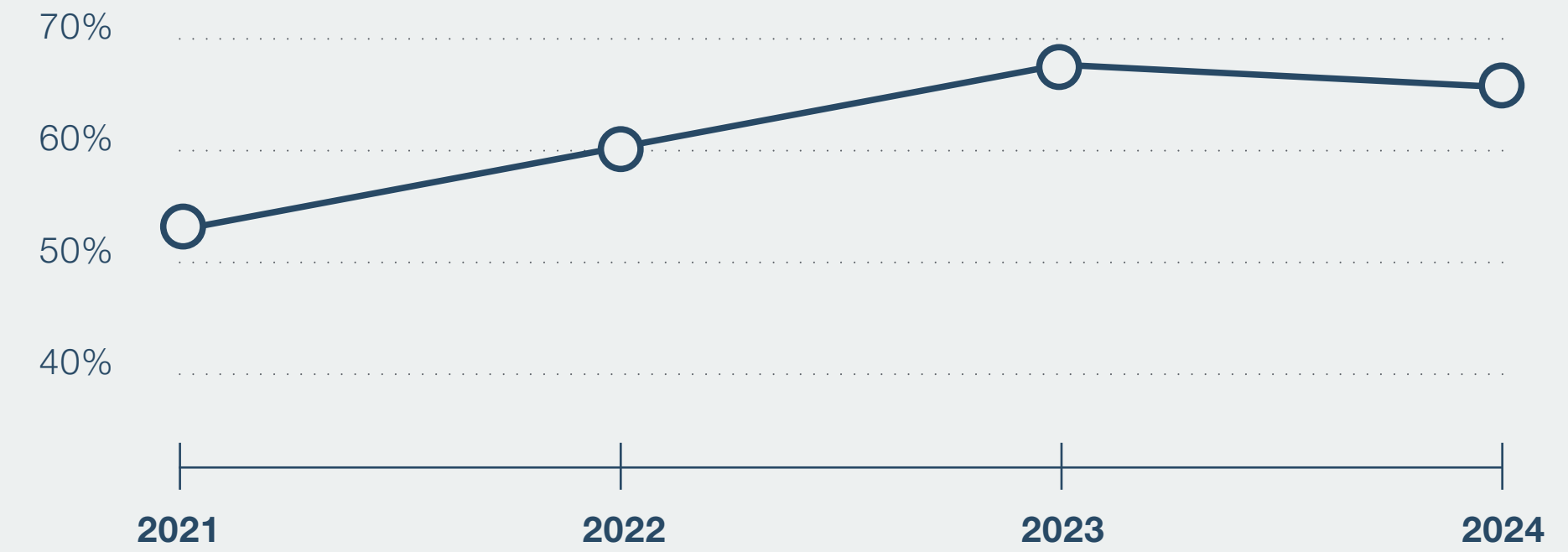
Bonus pay gap

In 2024, the mean bonus pay gap within the UK decreased from 68% to 67%, in comparison to the previous year. The median bonus pay gap also decreased from 49% to 34%.

Our 2024 results (data as of 5 April 2024)

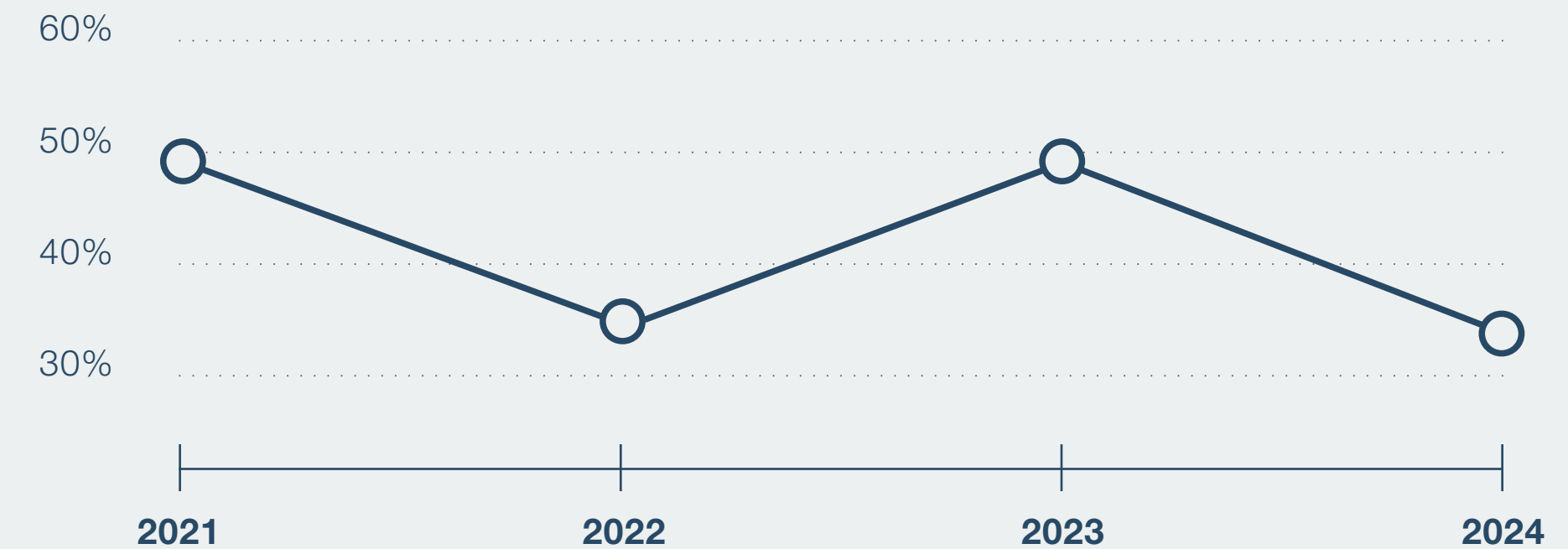
MEAN BONUS PAY GAP

2021	53%
2022	60%
2023	68%
2024	67%



MEDIAN BONUS PAY GAP

2021	49%
2022	35%
2023	49%
2024	34%



Science for a Safer World

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