

LEXINGTON GENDER PAY GAP REPORT 2019

All companies with more than 250 employees have to report six gender pay statistics, including their gender pay gap, on an annual basis. Our ambition is to reduce our gender pay gap by removing barriers to career progression and giving women the opportunity to develop & progress throughout their careers. To achieve this, we're committed to continuously evolving & enhancing the ways we attract, engage and develop female colleagues across our business.

Mean

This is the average result, calculated by adding all hourly rates together and then dividing by the number of colleagues. The mean gender pay gap is the difference between the average male hourly rate and the average female hourly rate.

Median

This is the middle number in a sorted (ascending or descending) list of numbers. It's used because it's less likely to be skewed by few very high or very low results in a range. The median gender pay gap is the difference between the median male hourly rate and the median female hourly rate.

Our gender pay gap results

8.6%

Mean gender pay gap

0.0%

Median gender pay gap

Our gender bonus gap result

-16.6%

Mean gender pay gap

25.0%

Median gender pay gap

The proportion of colleagues who have received a bonus payment

30.0%

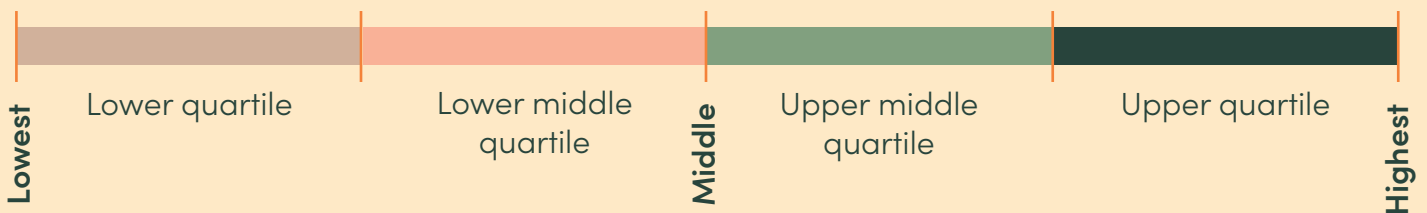
Mean gender pay gap

30.1%

Median gender pay gap

Pay quartiles

Quartiles are when all data is put into ascending order and divided into four equal parts.



Lower pay quartile



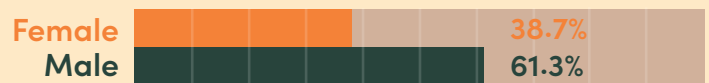
Lower middle pay quartile



Upper middle pay quartile



Upper pay quartile



Our commitments

Learning and development

To build on the strengths and experience within our talented workforce. Encourage all colleagues to access the learning and development opportunities available to them and develop a culture of life-long learning.

Equality and diversity

Continue to promote awareness of equality, diversity and inclusion through our Celebrate Equality campaign.

Provide Opportunity

Ensure that opportunities to progress and potential career paths are widely shared throughout the business.

Two way communication

Engage with colleague in a number of ways to ensure they can access the information they require and that we understand their aspirations and how we can help them fulfil their potential.

We continue to aim for and work towards a working environment where the opportunities and potential for each colleague is not defined by gender, or any other factor.



I confirm that all data in this report is accurate and has been calculated in accordance with the regulations.

Julia Edmonds
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