

# LEXINGTON GENDER PAY REPORT 2021

All companies with more than 250 employees have to report six gender pay statistics, including their gender pay gap, on an annual basis. The gender pay statistics are not the same as equal pay. Equal pay is where men and women performing the same or similar roles are paid the same.

Gender Diversity and Equality is a key driver within our business and has continued to be a focus over the last 18 months. It is worth noting that our figures from April 2021 are not a true reflection of our gender pay gap as we still had a number of colleagues on furlough. Any colleagues on furlough were not included within the gender pay gap calculations, which means that these statistics are not based on a true representation of our workforce.

## 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

**1.9%**  
Mean gender pay gap

**-5.7%**  
Median gender pay gap

## Our gender bonus gap results

**-43.4%**  
Mean gender pay gap

**-150.00%**  
Median gender pay gap

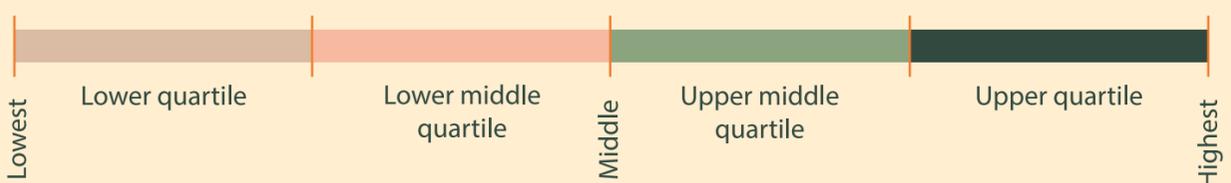
## The proportion of colleagues who have received a bonus payment

**20.6%**  
Male

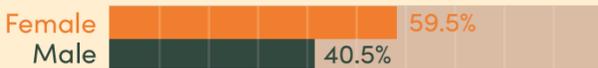
**17.4%**  
Female

## Pay quartiles

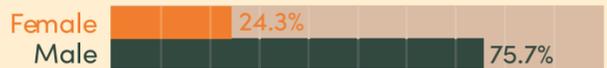
Quartiles are when all data is put into ascending order and divided into four equal parts.



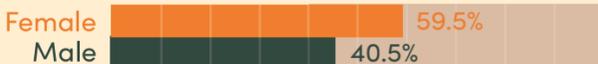
### Lower pay quartile



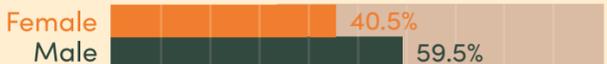
### Lower middle pay quartile



### 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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Lexington Chair

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