

# LEADERS ROMANS

GROUP

## Gender Pay Gap Report

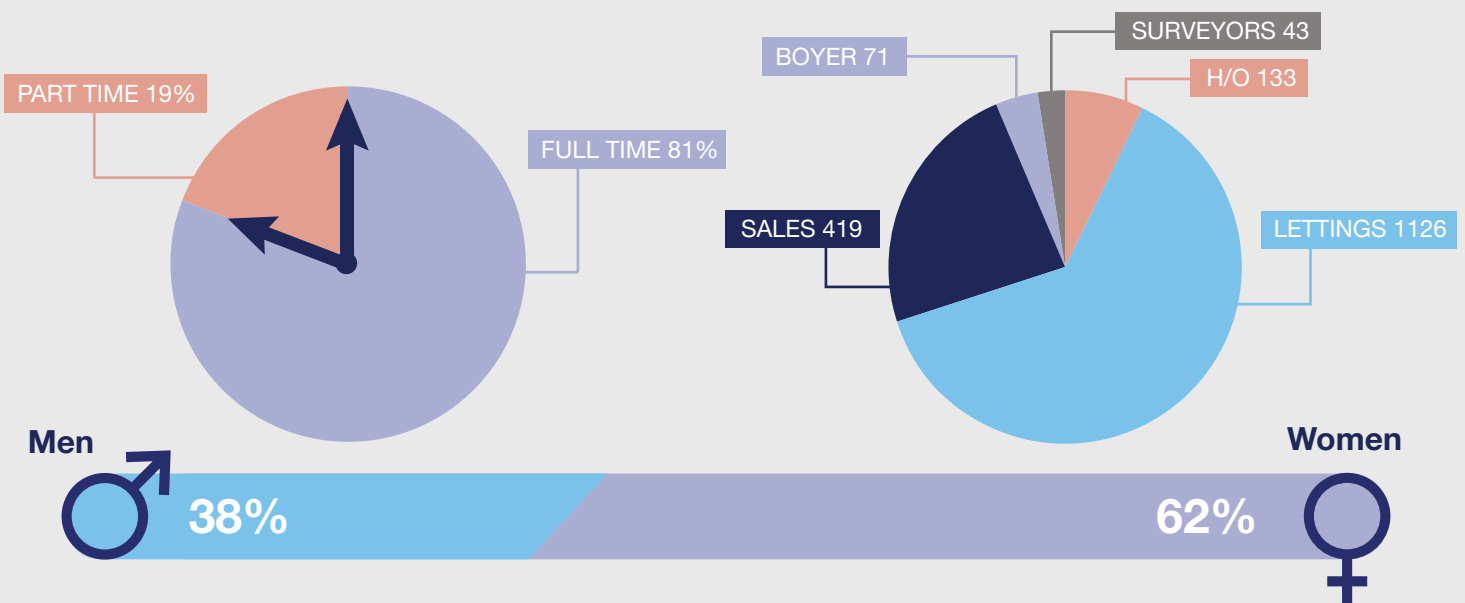
LRG Employees Limited is committed to improving pay quality in all areas of our business. This report highlights our gender pay gap as at publication on 1 April 2020. The pay data is for all UK employees from the pay period including 5th April 2019 as specified by the UK regulations.

This years report has seen no real change in demographic, however there has been a substantial improvement in our basic salary gender pay gap. This has reduced by 18.84%.

### LRG Demographics

### Total Headcount

1792



### Lettings Division Median gender pay gap

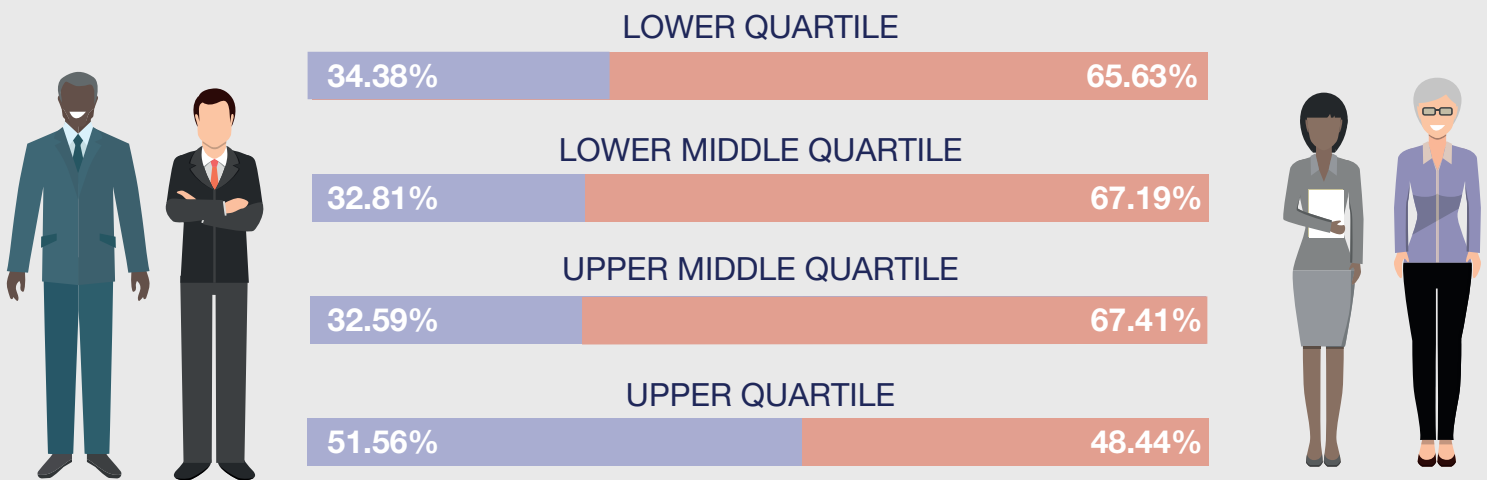


\* Please note that each house represents 5%

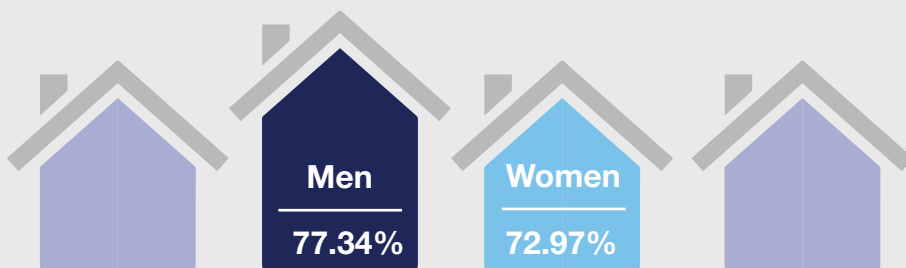
### LRG Mean & Median gender pay gap

Hourly Pay	Mean : 24.75%	Median : 9.71%
Bonus	Mean : 62.03%	Median : 67.46%

### Proportion of Men & Women according to quartile pay bands



### Proportion of Men & Women receiving a bonus payment



The bonus data is the actual bonus payments for employees made in the 12 months prior to the 5th April 2019 and in line with the UK regulations.

The bonus calculations are based on performance bonuses, divisional bonuses and commission payments made in the 12 months to 5 April 2019 and are not FTE adjusted.



This report is accurate at the time of publishing.

Peter Kavanagh, Chief Executive Officer  
(1 April 2020)