



Lexon 2022 | Gender Pay Gap Report

Lexon (UK) Ltd is required by law to publish an annual gender pay gap report, this is the report for the snapshot date of 5 April 2022.

Fairness, equality and inclusion are what Lexon commit themselves to reduce any gender pay gaps.

	<b>Mean</b>	<b>Median</b>
<b>Hourly Fixed Pay</b>	2.5%	-1.3%
<b>Bonus Paid</b>	-13.1%	0%

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

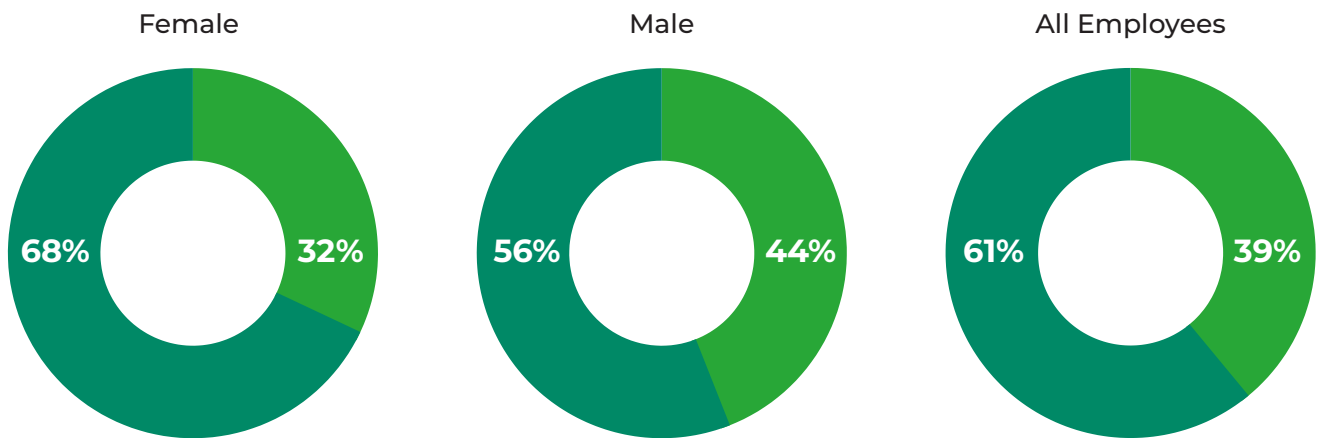
Lexon is committed to the principle of equal opportunities and treatment for all employees and is confident that there is a clear policy of paying employees equally for the same or equivalent work.

Therefore, Lexon is confident that any gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract.



## Proportion of colleagues awarded a bonus for period to April 2022

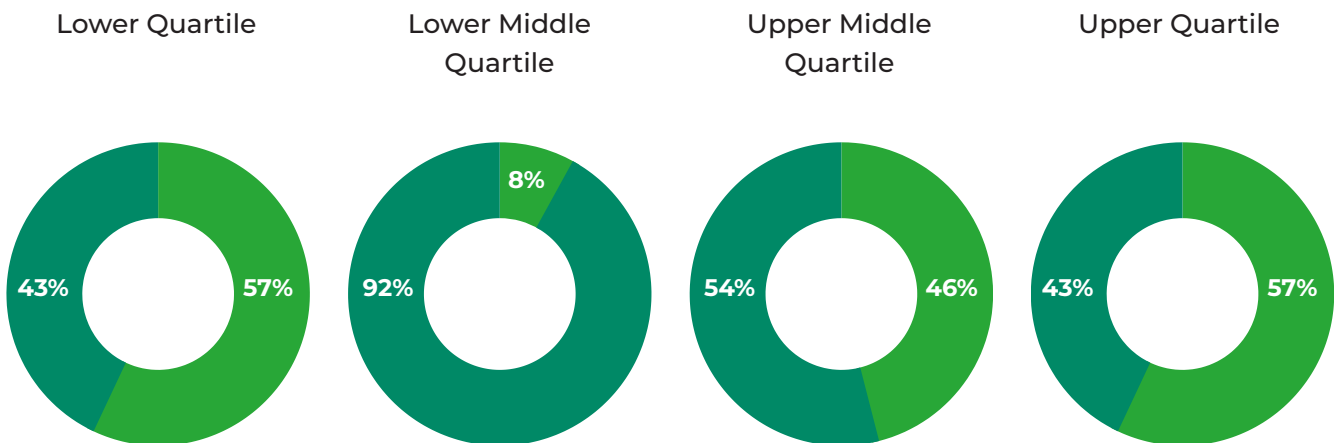
Receiving bonus      Not receiving bonus



Across the company, 61% of all individuals received a bonus.

## Pay Quartiles

Male      Women



Although the pay gap is minimal, Lexon are committed to improve this wherever we can.

The UK Median is 9.71% and at -1.3% at Lexon women are paid more than men, this is due to higher placed managerial positions being occupied by women.

There is a median bonus ratio of 0% which shows Lexon are paying on average the same bonus to both male and female colleagues.