

LAW BUSINESS RESEARCH

2020 GENDER PAY GAP REPORT

At Law Business Research our focus is on providing an inclusive culture, underpinned by respect. Achieving gender parity plays a key factor in our Diversity and Inclusion efforts, and our ambition is to provide a workplace where people can be themselves and be recognised for their contribution.

This is the first time we have analysed our workforce in this way and while there will be many lessons to be learned in the year to come, one thing is clear: we at Law Business Research are committed to correcting our gender pay gap.

Gender Pay Explained

The UK Government requires all UK companies with 250 or more employees to report their gender pay gap information on an annual basis. The Government's Equalities Office has prescribed a set calculation methodology which is used to report the following:

- Comparison of both the average and median hourly rate paid to male and female employees in April 2019, determining the difference between genders
- Analysis of how both genders are represented in each pay quartile, from the lowest paid quartile in our workforce to the highest as of April 2019
- Comparison of the number of bonuses paid to male and female employees from April 2018 to April 2019, and determining the difference between genders
- Comparison of both the average and median bonus amount paid to male and female employees from April 2019 to April 2019 and determining the difference between genders

The intention of the above analysis is to build a comprehensive overview of any potential pay gaps between men and women. Comparing the mean (also known as the average) and the median (also known as the midpoint) values for both the hourly rate and bonus amounts for each gender is crucial to ensure that the data we present complements each other and accurately reflect reality.

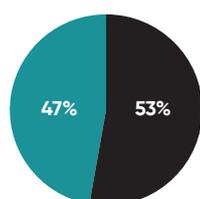
It should be noted that the Gender Pay Gap report is different in scope and depth to that of the Equality Act 2010 legislation on the issue of equal pay, which refers to the legal requirement for people carrying out the same or similar work to be paid equally regardless of gender.

Our Findings

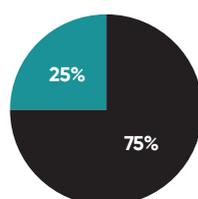
- Overall representation in our workforce was an almost 1:1 ratio of women to men
- Representation in middle management roles was also almost 1:1
- At our Lower Middle and Upper Middle pay quartiles, the gender split averages out at almost 1:1

Challenges

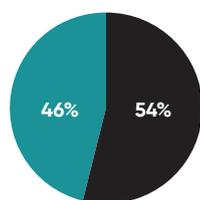
- An overall hourly rate gap of 21.54% and a bonus pay gap of 76.66% (both by median)
- Under-representation of women at the most senior level; in the upper quartile showing our highest earners, only 27.16% are women
- 11.5% fewer women were paid bonuses compared to men.
- There is representational balance between men and women in Law Business Research overall, and in key middle management areas where a strong contingent of women hold roles of responsibility and influence.
- This pattern does not continue into the senior, highest paid level, where women are under-represented, resulting in a significant pay gap.



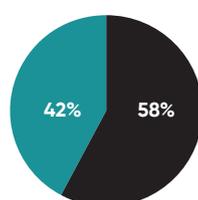
LBR Gender Split



SLT Gender Split



Middle Management Gender Split



Line Manager Gender Split

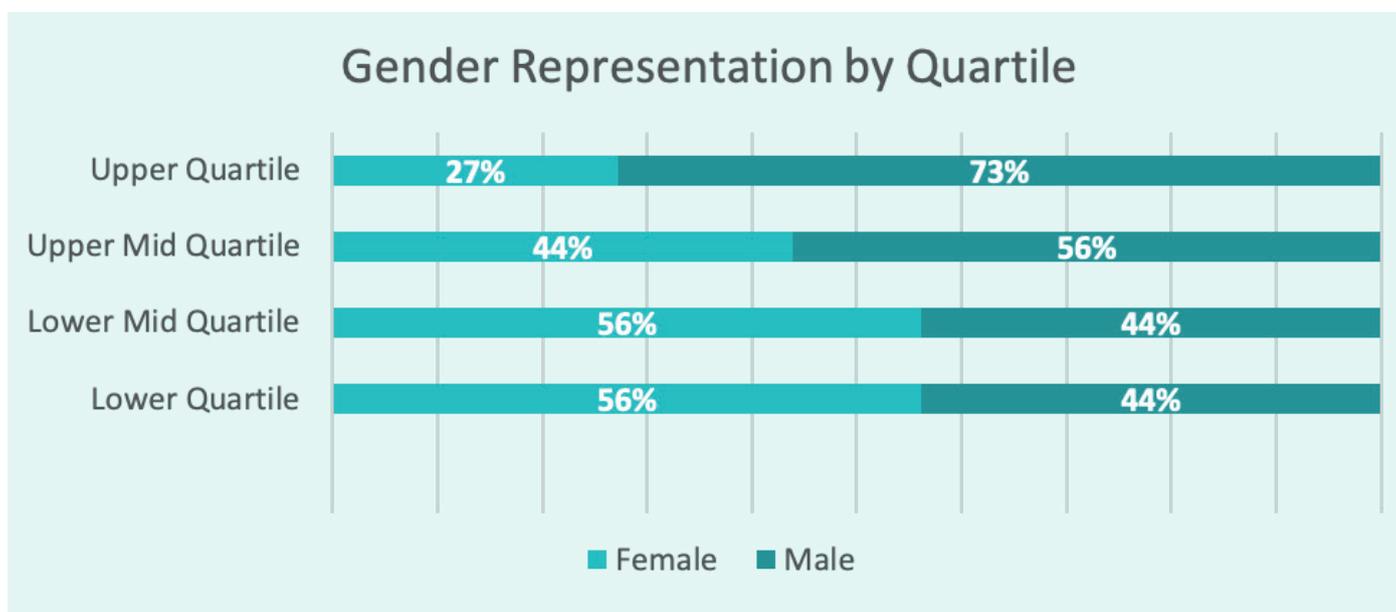


Our bonus analysis also shows a significant difference in terms of the bonus pay-outs our female employees receive.

We are currently investigating data that points to the percentage of women in Sales and Senior Leadership as being a key factor.

Pay and Bonus Gap Statistics

Analysis	By Median	By Mean
Hourly Pay Gap	21.54%	25.9%
Bonus Pay Gap	76.66%	65.95%
Difference in Proportion of Gender Receiving Bonus		11.5%



What Law Business Research is Doing Now

As we issue this statement, we have plans in place to create the kind of diverse workforce that best represents who we are, what we do and where we fit in a global community that celebrates diversity and rewards talent fairly. We have a number of plans in place and will be doing more of the following:

Talent & career management programmes

- Launch female sales apprenticeship and leadership programmes
- Active monitoring of our female talent and pipeline for senior roles
- Mentoring & Hi-Potential programme

Recruitment & training

- Recruitment skills training for interviewers and assessors
- Use gender neutral language in our recruitment advertising

Diversity & Inclusion initiatives

- Continue to improve our Diversity and Inclusion agenda by supporting our LGBT+, Women's and DRIVE networks to create change within our organisation
- Digital Diversity and Inclusion training available to all employees

Accountability

- Annual survey of employees to understand the issues that our female employees face at work
- Diversity and Inclusion data monitoring, analysis and reporting to identify gender-related anomalies and track our progress to address them

Gender-related pay gaps are symptomatic of broader societal issues and Law Business Research is no different. We are under no illusions that implementing sustainable change in these areas will take time and effort. However, as a fast-growing company, we believe that we have a real opportunity to actively create opportunities and nurture talent through the initiatives we are putting in place.

I am determined that our efforts to close the Law Business Research gender pay gap will foster positive change for individuals across our organisation and society in general.

Nick Brailey

CEO, Law Business Research