



## **Lisini Workplace - Gender Pay Gap Report 2024**

Snapshot Date: 5th April 2024

### **Gender Pay Gap Metrics**

Mean Gender Pay Gap (Hourly Pay): 9.7%

Median Gender Pay Gap (Hourly Pay): 0.4%

Mean Gender Bonus Gap: 35%

Median Gender Bonus Gap: -1%

Proportion of Males Receiving a Bonus: 6%

Proportion of Females Receiving a Bonus: 2%

### **Pay Quartile Distribution**

Upper Quartile - Male: 51%, Female: 49%

Upper Middle Quartile - Male: 33%, Female: 67%

Lower Middle Quartile - Male: 45%, Female: 55%

Lower Quartile - Male: 26%, Female: 74%

### **Confirmation of Accuracy**

I confirm that the gender pay gap data contained in this report is accurate and prepared in accordance with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

Signed:

Heather Crawford

HR Manager