

Gender Pay Gap Disclosure

September 2021

Summary of Disclosures for LSHG

Mean Gender Pay Gap - Hourly Pay:		3.6%
Median Gender Pay Gap - Hourly Pay:		-0.9%
Mean Gender Pay Gap - Bonus:		15.2%
Median Gender Pay Gap - Bonus:		37.5%
Proportion of males & females paid a bonus:	Males	3.7%
	Females	4.3%
Proportion of males & females in each quartile:		Female
		Male %
	Upper	33.8%
	Upper Middle	39.1%
	Lower middle	42.2%
Lower	38.9%	
		%
		66.2%
		60.9%
		57.8%
		61.1%