LexisNexis Risk Solutions UK Limited
2022 UK GENDER PAY GAP REPORT

INTRODUCTION

Under UK legislation (the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017), companies with 250 or more employees in Great Britain are required to publish specified UK gender pay gap statistics. LexisNexis Risk Solutions UK Limited is a UK employing entity of Risk, a global business which provide data and advanced analytics solutions.

LexisNexis Risk Solutions UK Limited employs around 600 people in Great Britain, representing approximately 5% of Risk's global employee population. This report for LexisNexis Risk Solutions UK Limited is published in accordance with the UK legislation.

THE UK GENDER PAY GAP REPORTING REQUIREMENT

The UK gender pay gap is different from equal pay. The UK gender pay gap measures the overall difference between the average pay received by men and the average pay received by women in a workplace. It therefore reflects the different number of men and women at varying levels of seniority and doing different roles. The UK gender pay gap does not measure or compare pay in like-for-like roles. By contrast, equal pay is a legal requirement in the UK to pay men and women the same for equal or similar work. LexisNexis Risk Solutions UK Limited is committed to equal pay and has policies in place to pay employees fairly for the role they do, irrespective of their gender. A UK gender pay gap can exist despite men and women being paid equally for the same or similar roles.

The reason for the total pay gap at LexisNexis Risk Solutions UK Limited is that there are more men than women in senior roles, which are higher paid roles, and more women than men in lower paid roles, as illustrated by the pay quartile statistics below. Many factors contribute to this. For example, as a growing information and analytics business, LexisNexis Risk Solutions UK Limited relies on talent with technology and analytics skills and those with industry expertise in sales and product management. These functional areas currently include more men than women.

The bonus pay gap statistics reflect the fact that opportunities to receive performance-related pay (for example annual and share-based incentives and sales commission) increase with seniority and the more senior the population, the higher the proportion of men to women.

THE ACTIONS WE ARE TAKING GLOBALLY

LexisNexis Risk Solutions is committed to creating a diverse and inclusive workplace. To learn more about our policy and initiatives, including our efforts to increase representation of women in senior roles, please click here.

THE UK GENDER PAY GAP INFORMATION FOR LEXISNEXIS RISK SOLUTIONS UK LIMITED

Pay Quartile	% of men	% of women	Median total pay gap per quartile
Upper	73.0%	27.0%	3.1%
Upper Middle	71.7%	28.3%	0.9%
Lower Middle	59.5%	40.5%	-4.2%
Lower	54.1%	45.9%	4.8%

Mean total pay gap	23.3%
Median total pay gap	21.3%

% of men receiving bonus pay	85.9%
% of women receiving bonus pay	78.1%

Mean bonus pay gap	44.4%
Median bonus pay gap	54.3%

I confirm that the information and data provided in this report is accurate and in line with the UK legislation.
Katherine Lunn, EVP Human Resources and Corporate Services.

Notes

[1] The **pay quartiles** show the gender distribution across LexisNexis Risk Solutions UK Limited. Each pay quartile contains a quarter of the total LexisNexis Risk Solutions UK Limited employees, who were ranked from highest pay (upper quartile) to lowest pay (lower quartile).

[2] The **total pay gap** is based on employees' hourly rate of pay, calculated using their ordinary pay and any bonus pay received in April 2022. Ordinary pay includes regular pay (e.g. base salary and allowances). Bonus pay includes all types of incentive pay (e.g. annual bonus, commission, share-based award payout and option exercises).

[3] The **proportions of men/women receiving bonus pay** and the **bonus pay gap** are based on bonus pay received in the 12 months to 5 April 2022.

[4] The **mean** is calculated by adding up the values and then dividing by the number of values.

[5] The **median** is found by listing the values in order and finding the middle number in the list (or, if there are equal numbers, the mean of the two middle numbers).