LNRS Data Services Limited

2023 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. LNRS Data Services Limited is a UK employing entity for Risk, which provides business information, data and analytics solutions.

LNRS Data Services Limited employs around 1,500 people in Great Britain, representing approximately 14% of Risk's global employee population. This report for LNRS Data Services 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. LNRS Data Services 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 LNRS Data Services 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 an information and analytics business, LNRS Data Services 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

LNRS Data Services Limited 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 LNRS DATA SERVICES LIMITED

Pay Quartile	% of men	% of women	Median total pay gap per quartile
Upper	71.7%	28.3%	2.7%
Upper Middle	60.5%	39.5%	3.4%
Lower Middle	52.5%	47.5%	0.7%
Lower	43.7%	56.3%	6.5%

Mean total pay gap	19.8%
Median total pay gap	16.5%

% of men receiving bonus pay	58.8%
% of women receiving bonus pay	51.1%

Mean bonus pay gap	56.9%
Median bonus pay gap	31.7%

I confirm that the information and data provided in this Report are accurate and in line with the UK legislation.
Lisa Keith, Head of Reward, Risk

Notes

[1] The **pay quartiles** show the gender distribution across LNRS Data Services Limited. Each pay quartile contains a quarter of the total LNRS Data Services 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 2023. 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 2023.

[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).