

Lexon (UK) Ltd is required by law to publish an annual gender pay gap report, this is the report for the snapshot date of 5 April 2018.

Fairness, equality and inclusion are what Lexon commit themselves to to reduce any gender pay gaps.

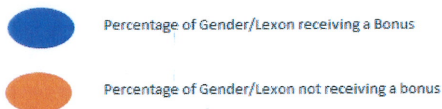
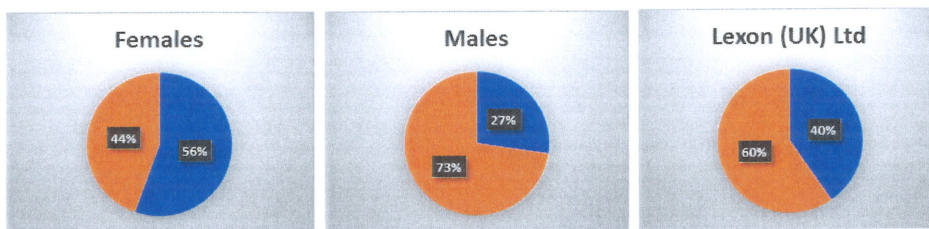
Pay and Bonus Gap

	Mean	Median
Hourly Fixed Pay	-1.0%	-2.5%
Bonus Paid	36.0%	14.9%

The figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017

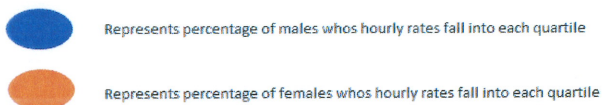
Lexon is committed to the principle of equal opportunities and treatment for all employees and is confident that there is a clear policy of paying employees equally for the same or equivalent work. Therefore, Lexon is confident that any gender pay gap does not stem from paying men and women differently for the same or equivalent work. Rather its gender pay gap is the result of the roles in which men and women work within the organisation and the salaries that these roles attract.

Proportion of colleagues awarded a bonus for period to 5 April 2018



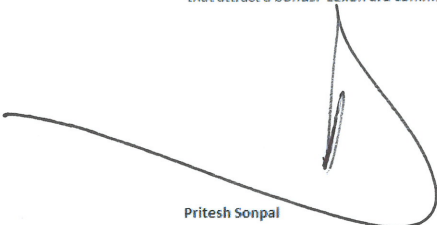
Across the company, 40% of all individuals received a bonus.

Pay Quartiles



Although the pay gap is minimal, Lexon are committed to improve this wherever it can. The UK Median in 2018 was at 17.9%, and at -2.5% at Lexon it is clear that women are paid more than men. However, this is due to higher placed managerial positions being occupied by women.

There is an apparent bonus imbalance present, however there is a greater percentage of males in the lower and lower middle quartiles that are in positions that attract a bonus. Lexon are committed to improve this where possible and will be focusing on further analysis.


Pritesh Sonpal
Director

28-Mar-19