

Snapshot period

6th April 2023 – 5th April 2024

LEGO Company Ltd UK Gender Pay Gap Report 2024



**In line with the UK legislation related to the Gender Pay Gap Regulations (2017), all findings in this report are in accordance with Gender Pay Gap calculations.*



UK Gender Pay Gap Report 2024

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We are pleased to share the LEGO Company Ltd Gender Pay Gap figures for 2024. We are committed to creating a welcoming and inclusive workplace where all colleagues have the opportunity to make a positive contribution to our business and our mission to inspire and develop the builders of tomorrow.

Our efforts to do this are reflected in our strong colleague motivation and satisfaction scores, which are best in class.

We aim to have a gender balanced organization at all levels and have programmes in place that provide colleagues with opportunities to develop skills that will support their career and build professional networks across the organisation.

Our policies are designed to ensure we offer equal opportunity for all colleagues, and we are committed to ensuring fair pay for all colleagues at all levels.

Nikki Lightfoot

Head of People Partnering, Western Europe

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In 2024, LEGO Company Ltd had a **mean gender pay gap** of **+8.0%** and a **median gender gap** of **+11.3%** in favour of men.

We increased our mean gender pay gap from 2.4% in 2023 and +0.5% in 2022 to +8.0% in 2024, meaning the balance has shifted to favour men. Our median gender pay gap has increased from +0.9% in 2023 and +12.7% in 2022 to +11.3% in 2023. Our analysis for 2024 shows the median figure is impacted by more women entering the lowest quartile pay groups (junior Roles) this is mainly due to the expansion of three new LEGO UK retail stores in 2024, where the majority of the workforce was female.

The **bonus pay gap** in 2024 has shifted in favour of men at 17.8%, moving from 8.6% in favour of men in 2023 and 0.3% in favour of women in 2022. This 2024 shift is connected to more women being in our junior roles (as mentioned above)

Our bonus system is built on a combination of company and individual performance, and bonus pay outs are made in a fair and inclusive way with 100% of eligible employees receiving an annual bonus. Everyone who started their employment on or before September 30th is eligible, and those who work for only part of the bonus period may receive a pro rata bonus amount. The bonus is based on a target percentage of salary and is usually paid in April each year.

Level of Role Pay Quartiles

Upper quartile (Senior Managers +)

Female **46.6%**

Male **53.4%**

Upper middle quartile (Lead Professional, Manager, Senior Managers)

Female **48.7%**

Male **51.3%**

Lower middle quartile (BR, Consumer Service, Support, Professional, Lead Professional)

Female **58.5%**

Male **41.5%**

Lower quartile (Brand Retail (BR))

Female **61.6%**

Male **38.4%**

Since reporting in 2023, the UK headcount of LEGO Company Ltd grew 17.3% and of our new joiners over the time period, 55.0% were women and 45.0% men.

For the past 5 years, the LEGO Group has conducted an annual internal pay review, analysing compensation across all levels of the Organization to ensure pay equity between Men and Women in the same roles. When discrepancies (typically within 5%) are identified, we thoroughly investigate and where appropriate, take action to address and rectify.

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