

## Snapshot period

6th April 2021 – 5th April 2022

# The LEGO Group UK Gender Pay Gap Report 2022



*\*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 2022

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*I am pleased to share the latest Gender Pay Gap figures for the LEGO Group in the UK. 2022 was an exceptional year for the LEGO Group as we delivered strong growth and reached more children than ever before. This success is partly due to our drive to create an inclusive working environment where colleagues are enabled to succeed and develop their learning. We recognise that to grow our organisation sustainably and reach as many children as possible with Learning through Play, we should have diversity reflected in our teams and we need bold and diverse perspectives. We aim to ensure our work practices, processes, and rewards are fair and equitable for all and strongly believe that equal work deserves equal pay.*

**Lauren von Stackelberg,**  
VP Global Head of Diversity & Inclusion  
The LEGO Group

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In 2022, the LEGO Group had a **mean gender pay gap** of **+0.5%** and a **median gender pay gap** of **+12.7%** in favour of men.

While we are pleased to have decreased the mean gender pay gap from +6.8% in 2021 and +0.8% in 2020 to 0.5% in 2022, we recognise there is still work to be done to continue to decrease our median gender pay gap further, which decreased from +25.7% in 2021 and +14.6% in 2020 to 12.7% in 2022. Our analysis for 2022 shows the median figure is impacted by more men being present in our middle reward bands. )

The **bonus pay gap** in 2022 was marginally in favour of women at 0.3%, falling from 3.05% in favour of women in 2021 and 78.8% in favour of women in 2020.

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.

## Mean



### Mean gender pay gap

% difference between the mean (average) male and female salaries, regardless of level

## vs Median



### Median gender pay gap

Ranking of male and female salaries separately, from low to high. Median is the salary exactly in the middle of this sequence. Gap is the % difference between the median male and female salary

# UK Gender Pay Gap Report 2022

We **recruit from a diverse pool** of candidates and have interview processes that uphold an inclusive mindset. Since reporting in 2021, the UK headcount of the LEGO Group grew 17.5% and of our new joiners over the time period, 52.5% were women and 47.5% men.

We ensure that our efforts on diversity are not limited to gender and have continued to further invest in talent development and learning resources that cater to our whole organisation, with equal opportunities for all.

In 2022, the employee inclusion score remained high at 83.

**Upper quartile** (Senior Managers +)



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



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



**Lower quartile** (Brand Retail (BR))



We have continued to maintain an overall fair gender representation across all quartiles.



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