

Butterworths Limited 2021 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. Butterworths Limited is the UK employing entity for LexisNexis Legal & Professional, which is a leading global provider of legal, regulatory and business information and analytics.

Butterworths Limited employs around 975 people in Great Britain, representing approximately 9% of LexisNexis Legal and Professional's global employee population. This report for Butterworths 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. But of, as illustrated by the

example, there are more men than women in the technology

opportunities to receive performance-related pay (for example
seniority) increase with seniority and the more senior the

THE ACTIONS WE ARE TAKING GLOBALLY

LexisNexis Legal and Professional 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 BUTTERWORTHS LIMITED

| Pay Quartile | % of men | % of women | Median total pay |
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