

Introduction



With over 60 years' experience specialising in cooking, baking and homemaking and as experts in innovative cleaning and laundry solutions for the home, we recognise it is the commitment and dedication of our colleagues across the business, alongside the values we cherish, that make Lakeland so special. Quality, specialist, trusted... they really are much more than just words... they are our secret ingredients.

Every member of our team is important to us. Our colleagues are at the heart of what makes Lakeland unique, and we are committed to the equal treatment of everyone – ensuring Lakeland is a place where all colleagues can feel at home.

As an employer with a 1,000-strong workforce, a large majority of whom are female at all levels, we have prepared our annual Gender Pay Gap report for 2024, to meet the requirements set out by the government to address the gender pay gap.

We remain confident, as in previous years that our 2024 gender pay gap is not caused by men and women being paid differently to do the same job, but from the structure of our workforce and the proportion of males in several of the most senior board positions, including our three family owners. As with most retailers, we have a very high proportion of females in front-line roles, and we recognise that part of improving our overall gender pay gap is working towards a more equal gender split throughout the organisation.

We will continue to work towards the goal of reducing our gap as far as we can. The reality is there are no quick fixes, however as a business we are committed to this goal.

I can confirm that the data in this report is accurate.

Catherine Nunn

Catherine Nunn
Chief Executive Officer

Our 2024 Gender & Bonus Pay Gap

This data is based on the snapshot date of 5 April 2024. The tables below show the 2024 overall gender pay gap and the gender bonus gap (both mean and median).

The difference between men and women	Mean	Median
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Gender Pay Gap	29.69%	1.65%
Gender Bonus Gap	98.22%	58.54%

2024 proportion of male and female employees receiving a bonus	Women	Men
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Received a bonus	2.34%	5.13%
Did not receive a bonus	97.66%	94.87%

It should also be noted that the statutory bonus calculation is based on a bonus earnings comparison, and not on the full-time equivalent contracted hours.

2024 proportion of males and females in each pay quartile

A quartile is created by listing all the rates of pay at Lakeland, from the lowest to the highest. The list is then split into four equal groups and shows the percentage of male and female colleagues in each quartile.

