

Gender Equality Index 2025

L.E.K. Consulting is committed to promoting gender equality, fair treatment, and equal opportunity across all levels of the organisation. Our values are grounded in meritocracy, empowerment and respect and we are dedicated to identifying and addressing any imbalances in our policies and practices.

Index Results Overview

The Gender Equality Index is scored out of 100 points and is based on the following criteria:

- **Pay Gap** (40 points): Measures the average salary difference between women and men in comparable positions and age groups.
- **Individual Increase Rate Variance** (35 points): Evaluates the difference in salary increase rates between women and men within the company.
- **Salary Increases upon Return from Maternity Leave** (15 points): Ensures that employees returning from maternity leave receive salary increases equivalent to those granted to other employees during their absence.
- **Proportion of Women Among the Company's 10 Highest Earners** (10 points): Measures the percentage of women among the company's top 10 highest-paid employees to assess gender representation in leadership.

Indicator	Maximum Points	LEK Score	Notes
Gender Pay Gap	40	39	Near target
Individual Increase Rate Variance	35	25	Requires improvement
Increase after Maternity Leave	N/A	N/A	Not applicable
Women Among Top 10 Earners	10	5	Requires improvement

Data 2024

Our approach to compensation results in equitable outcomes at a headline level, however improvements are needed in relation to individual increases and the proportion of women in leadership roles. Our **corrective measures** to support our continued commitment in achieving gender equality in the workplace are set out below.

Leadership Programmes: Empowering our people through tailored advocacy, training and mentoring by senior leaders to support career advancement for women.

Family-Friendly Policies: Strengthen return-to-work programs to support work-life integration, especially post-maternity and parental leave. Ensure fair salary adjustments for employees returning from maternity leave.

Support Networks and allyship: Increased investment in our employee resource groups Women@LEK, Parents@LEK to foster mentoring, engagement, and peer support.

Leadership Engagement: Increasing internal events and forums to provide guidance and visible commitment to our commitment to diversity and the inclusion of women.

Talent Acquisition: Further increase the representation of women in our marketing materials. Conduct interviewer training with a focus on unconscious bias and objective assessments