

L.E.K. Consulting Australia Public Statement in Response to Workplace Gender Equality Agency Gender Pay Gap Reporting (2024-25)

At L.E.K. Consulting Australia, we remain steadfast in our commitment to fostering a diverse, inclusive and equitable workplace. We encourage and enable all our employees to be their authentic selves and to deliver the best outcomes for our clients and community in a sustainable manner.

Gender diversity continues to be central to our commitment. It not only drives innovation and creativity but is also linked to enhanced employee engagement, productivity and overall business growth and performance.

2024-25 Gender Pay Gap Results

We are particularly encouraged that 2024–25 marks a year-on-year reduction in both our mean and median total remuneration gender pay gaps. Achieving improvement across both measures simultaneously is a positive milestone and reflects deliberate action to improve representation and progression outcomes across the firm.

Ongoing commitment

Closing the gender pay gap in professional services is a long-term endeavour, particularly in sectors where senior female representation remains constrained by broader industry dynamics. We remain committed to:

- Increasing female representation at senior levels
- Supporting women's career progression across the firm
- Maintaining rigorous pay equity governance
- Creating an environment where all employees can thrive and reach their full potential

We have a policy of pay equity, and therefore we regularly review remuneration (including salary and pay outcomes) to ensure that all staff with the same experience, qualifications and rank are remunerated equally, irrespective of gender.

L.E.K. Consulting Australia remains dedicated to building a workplace that reflects our values of fairness, meritocracy and inclusion, and we will continue to take deliberate and sustained action to advance gender equity.