

L.E.K. Consulting Australia Public Statement in Response to Workplace Gender Equality Agency Gender Pay Gap Reporting (2023-24)

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.

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.

We are a small firm, and small movements of gender distribution at senior levels can have significant impact on our pay gap results. The 12 months ending March 2024 reflect a change in the distribution of female staff following net exit at senior levels and net intake at junior levels, resulting in a widening of the median gender pay gap (although we see an improvement in the mean).

Ongoing commitment

At the snapshot date of this report, 43% of our workforce was female, and we are committed to supporting the growth and development of women at all levels of the firm. We are cognisant that our continued push for greater gender balance amongst our staff is a long-term strategy that is, in part, being enacted from the bottom up due to the limited availability of senior women currently in our industry. We have a number of programs in place to support both junior and senior female hires and retention, including scholarships, mentoring, coaching and targeted recruitment initiatives.

L.E.K. Consulting Australia remains dedicated to narrowing the gender pay gap and enabling all staff to reach their full potential. We are committed to greater representation of women at all levels and will continue to support initiatives that promote gender equity in our workplace.