

GENDER PAY GAP

REPORT 2024

People + Property = Progress

Lambert Smith Hampton is committed to building a truly inclusive workplace. One that provides an open environment where opportunity and achievement flourish. We believe that this approach will support the change in representation that is needed to close the legacy gender imbalance that exists at senior levels, and that it will make us more effective as a team to deliver to our clients and ensure that we build progress.

The surveying and property advisory sector has historically been behind the curve in the mission to establish equitable gender remuneration, despite this we are encouraged by the progress we are making at LSH. Encouraged but not satisfied, there's still much work to be done. Having dismantled glass ceilings we need to encourage and enable more women to continue onward and upward on their career ladders, helping them to develop, stay and occupy senior management positions. By doing so we can significantly accelerate the representation of women at senior levels, which will have the biggest, and most sustainable, impact in closing the gender pay gap

There is a lot to do, but we remain fully committed to the journey. Not only because it's the right thing to do but because a diversity of ideas, people and perspectives delivers better results for everyone.

Gender Pay & Bonus Gap

	MEAN	MEDIAN
HOURLY PAY	37.5%	38.4%
BONUS	79.5%	75.0%

Gender Balance - Colleague Population



Explanatory Note - The hourly gender pay gap is the difference between the average hourly pay rate for males and females for the month of April 2024 expressed as a percentage of the male average. The bonus pay gap is the difference between the average of all bonuses, including commissions, paid to male and female colleagues in the 12 months up to and including April 2024 expressed as a percentage of the male average. "Average" is calculated in two ways, mean and median. The mean is the total male or female pay divided by the total number of males or females. The median is the pay received by the middle male or female when all hourly rates or bonuses are ranked in order.

Commentary - We continue to recognise that a higher representation of male employees in senior fee earning professional roles, and particularly in senior transactional positions, influences our pay gap calculations. This is reflective of our industry landscape and continues to be the main area of focus for us over the mid-term through our hiring and career progression programmes.

Both our mean and median hourly pay gap measures for 2024 are lower than those reported in 2023, continuing the progress we have made on these measures over recent years and reflecting actions we have taken in the areas of recruitment, pay and advancement.

Pay Quartiles:

	Q1 - LOWER QUARTILE	Q2 - LOWER MIDDLE QUARTILE	Q3 - UPPER MIDDLE QUARTILE	Q4 - UPPER QUARTILE
FEMALE	59.7%	58.2%	41.4%	16.4%
MALE	40.3%	41.8%	58.6%	83.6%

Commentary - Our pay quartile figures reflect, in part, the fact that a higher proportion of senior fee-earning professional positions across our business are held by male colleagues and that a higher proportion of lower paid business support positions are held by female colleagues. Our 2024 measures show further progress being made in female representation in the two upper quartiles. Our hiring and career progression programmes continue to be focussed on positively affecting the balance across these quartiles over the mid-term.

Bonus Payment Recipients:



Commentary - Parts of our business include commission and bonus as an important element of total pay. The difference in favour of male colleagues shown in our 2024 figures is aligned to that reported in 2023, with this measure continuing to reflect the higher proportion of male colleagues in fee-earning professional roles where this element of total pay is a constituent factor. We are confident that all colleagues across our business have an equal opportunity to earn a bonus.

Our Focus:

Analysis of our pay gap data continues to provide us with valuable depth of understanding of the factors that drive unacceptable differences across the business. We are committed to engage with our people, leadership teams and gender balance working group to identify and implement practical measures that directly address gaps.

Our immediate focus areas cover recruitment, development, advancement, pay and engagement as key drivers of change. Most recently we have focussed on ensuring balanced representation across these drivers and that colleagues who perform similar roles, with comparable performance and expertise are paid fairly and consistently. Additionally, we continue to work collaboratively with our gender balance working group to review people policies, including those that support pay, recognition, performance assessment and progression, to ensure they are free from bias and discrimination.

I repeat, as a people business, we understand the strength and value that our colleague diversity brings to our business, teams, and clients. To flourish, our industry must continue to change and adapt. With change comes increased opportunity for talented people to progress and thrive for many years to come. And that's good for business.

I confirm that the information in this report is accurate.

Ezra Nahome
Chief Executive Officer