

# gender pay gap report 2023

At Lambert Smith Hampton we remain fully committed to providing an open working environment to opportunity and achievement across our business, based upon merit and ability.

Whilst improvement has been made in the property industry a legacy gender imbalance still exists, particularly in senior positions, that is primarily led by historical and structural reasons.

It is our responsibility as a company to continue to stimulate and accelerate change for ourselves and the industry as a whole. Reflected in our data this year we have made some encouraging progress. Are we where we want to be? No, not yet, but we recognise this and are committed to move the dial year on year and increase this pace of change.

Part of this includes analysing our pay gap data, so we are able to better isolate the factors that drive differences, and which in turn will put us in a stronger position to address these factors directly. Our immediate focus will intently be on recruitment, development, advancement, pay and engagement as key drivers of this change.

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. In commercial, human and social value terms.

## Gender Pay & Bonus Gap

	MEAN	MEDIAN
HOURLY PAY	39.4%	41.4%
BONUS	83.9%	71.4%

## Gender Balance - Colleague Population

m  
57.8%

f  
42.2%

**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 2023 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 2023 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 is a key 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 2023 are lower than those reported in 2022, reflecting actions being taken through 2022 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	54.6%	58.4%	39.6%	14.2%
MALE	45.4%	41.6%	60.4%	85.8%

**Commentary** - Our pay quartile figures reflect 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 2023 measures show increases in female representation across each of quartiles 2, 3 and 4 and an improvement in the gender balance for quartile 1. 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:**

**m**

62.1%

**f**

55.9%

**Commentary** - Parts of our business include commission and bonus as an important element of total pay. Whilst the difference in favour of male colleagues shown in our 2023 figures is lower than that reported in 2022, this measure continues to reflect the higher proportion of male colleagues in fee-earning professional roles where this element of total pay is a constituent factor. However, we are confident that all colleagues across our business have an equal opportunity to earn a bonus.

**Our Focus:**

Stating the obvious, we are a people business and we believe in the strength and value that our colleague diversity brings to our business, teams and clients.

Our industry is changing as is the nature of our work, with client and market needs evolving. With these changes comes increased opportunity for talented and motivated people right across our business. That’s why we continue to promote and nurture an environment where we recognise success and achievement. Progression must be unhindered.

We have focussed most recently on direct investment into our lowest pay levels, and we remain committed to initiatives that address gender imbalance across all areas and levels of our business. One of these commitments is to ensure that all colleagues performing similar roles, with comparable performance and expertise are always paid fairly and consistently. We also regularly review our people policies, including those that support pay, recognition, performance assessment and progression, to ensure that they are free from bias and discrimination.

I confirm that the information in this report is accurate.



**Ezra Nahome**  
Chief Executive Officer