

GENDER PAY GAP

REPORT 2025

People + Property = Progress

People are at the heart of what we do at Lambert Smith Hampton, and our success depends upon our ability to work with the very best talent in our industry. The better we are, the more successful and effective we are for our clients. Where 'better' means smarter, more insightful, more experienced, and more diverse. Encouraging our people and our clients to be more imaginative and creative requires broader perspectives to be present at the table, offering solutions and making decisions.

This is why 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 continuing with 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 and ensure that we build progress.

The surveying and property advisory sector has historically been behind the curve in the establishment of equitable gender remuneration. Whilst the year to April 2025 was a relatively flat year for us on the measured data points, we remain encouraged by the progress we are making. Encouraged but not satisfied, there's still a lot to be done.

We are continuing with our focus, effort and encouragement for women across our business to continue to develop their career paths and occupy senior management positions. By doing so, we can ensure that representation increases and delivers sustainable and impactful progress to closing the gender pay gap.

We remain fully committed to this journey. Not only because it is the right thing to do, but because greater diversity of ideas, people and insights will deliver better results for everyone.

Gender Pay & Bonus Gap

	MEAN	MEDIAN
HOURLY PAY	37.5%	39.5%
BONUS	81.7%	68.8%

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 2025 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 2025 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.

Pay Quartiles:

	Q1 - LOWER QUARTILE	Q2 - LOWER MIDDLE QUARTILE	Q3 - UPPER MIDDLE QUARTILE	Q4 - UPPER QUARTILE
FEMALE	58.3%	59.6%	40.9%	16.6%
MALE	41.7%	40.4%	59.1%	83.4%

Commentary - Our pay quartile figures reflect the diverse nature of our business and, 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 and business support positions are held by female colleagues. Within this context, we are pleased to see our 2025 measures showing further progress being made in female representation and gender balance across 3 of the 4 pay quartiles. Through 2025, our hiring and career progression programmes continued to be focussed on positively affecting the balance across these quartiles over the mid-term. Female representation across our senior hires in the period increased compared to the previous year, as did the proportion of female colleagues achieving promotions to senior levels.

Bonus Payment Recipients:



Commentary - Parts of our business include commission and bonus as an important element of total pay. This report shows progress being made across our business on this measure, with the difference in bonus recipients falling from over six percent in the previous year to one percent in this period. 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.

We remain focussed on recruitment, development, advancement, pay and engagement as key drivers of change. We can see actions being taken right across our business to effect change in these areas and drive our mid-term objectives. Additionally, we continue to work collaboratively with our gender balance working group to review people policies across our focus areas, to ensure they are free from bias and discrimination.

As a people business, we understand the strength that inclusion, diversity and fairness can bring to our colleagues and clients in creating successful outcomes. We are committed to the change that is required and are continuing to take positive action to support this, right across our business. We will continue to challenge ourselves to be better and to ensure that talented people have every opportunity to progress and to achieve their full potential.

I confirm that the information in this report is accurate.

Ezra Nahome
Chief Executive Officer