

LANSONS

LONDON NEW YORK

Gender Pay Gap Report 2022

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Lansons and equality

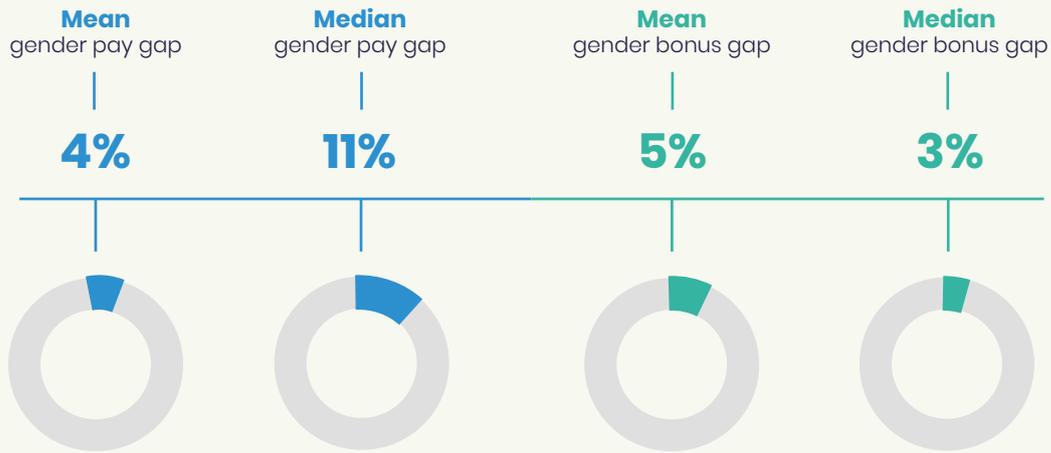
Throughout our 33-year history Lansons has been a champion of equality and inclusion. This includes championing gender equality and creating a culture where women can excel. As part of this, we have committed to reporting our gender pay gap voluntarily for our London office, even though we have only 89 people (below the minimum reporting threshold).

Today, our London office is made up of 61% women and 39% men. What's of particular pride to us is that our board broadly reflects this gender split, as does ownership of Lansons by financial holding.

Lansons is a partnership and well over a third of our people own the company. We therefore felt it was only right to include our partners' guaranteed earnings, commission payments and performance bonuses in our gender pay gap calculation since partners represent such a large part of our workforce.



Gender Pay & Bonus Gap



Proportion of men and women receiving a bonus



Low Gender Pay Gap

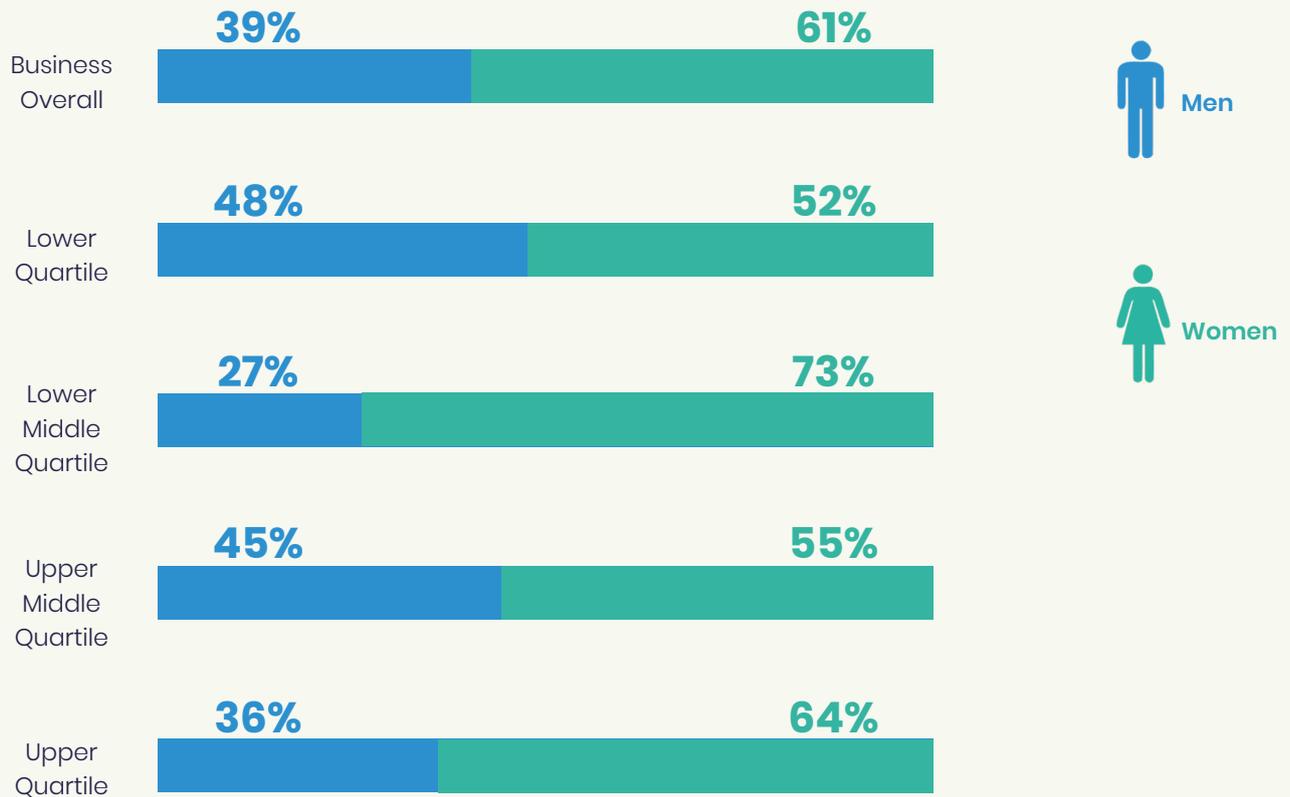
We are pleased to announce that we have continued to maintain our low gender pay gap, seeing a reduction to 4% since our last report (5%).

This change is partly attributed to the increase of male representation at the lowest pay quartile.

Our median pay gap, which compares the middle-earning man and woman, is at 11%. We pay annual bonuses partly based on months worked in the year, and the median this year reflects the fact that the “median man” worked more months than the “median woman”. If we exclude variable pay, the median pay gap would be more consistent with our other gaps at 4%.

The percentage of men and women receiving a bonus is almost equal. On average men received a 5% higher bonus than women which almost mirrors our mean gender pay gap, and our median bonus gap is 3%. We consider both of these to be within acceptable levels given the size of our business.

Proportion of men and women in the pay quartiles



The Future

Joiners and leavers of either sex, at any stage on their career journey, make a more significant statistical difference in a company our size meaning our pay gap will inevitably fluctuate more than you'd see at larger businesses. With a 'promote first' philosophy, that sees both men and women rise through the agency on merit, we know that median figures for example are likely to shift in either direction reflecting this career opportunity. We always seek to understand the 'why' beneath our figures and we'd act if something isn't explained by our size and how people fall within our agency structure.

Our aim is to continue to maintain a gender pay gap as close as possible to zero and to continue to reflect Lansons' overall gender split in our management and ownership structure. A move towards a more balanced gender split is our ultimate direction which includes continuing to attract more men into the business at our junior levels. Overall, we anticipate that our gender pay gap will fluctuate around plus or minus 6% as we are a relatively small business.

We are exceptionally proud to continue with a low gender pay gap and will continue to lead the way by publishing our pay gap voluntarily.

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