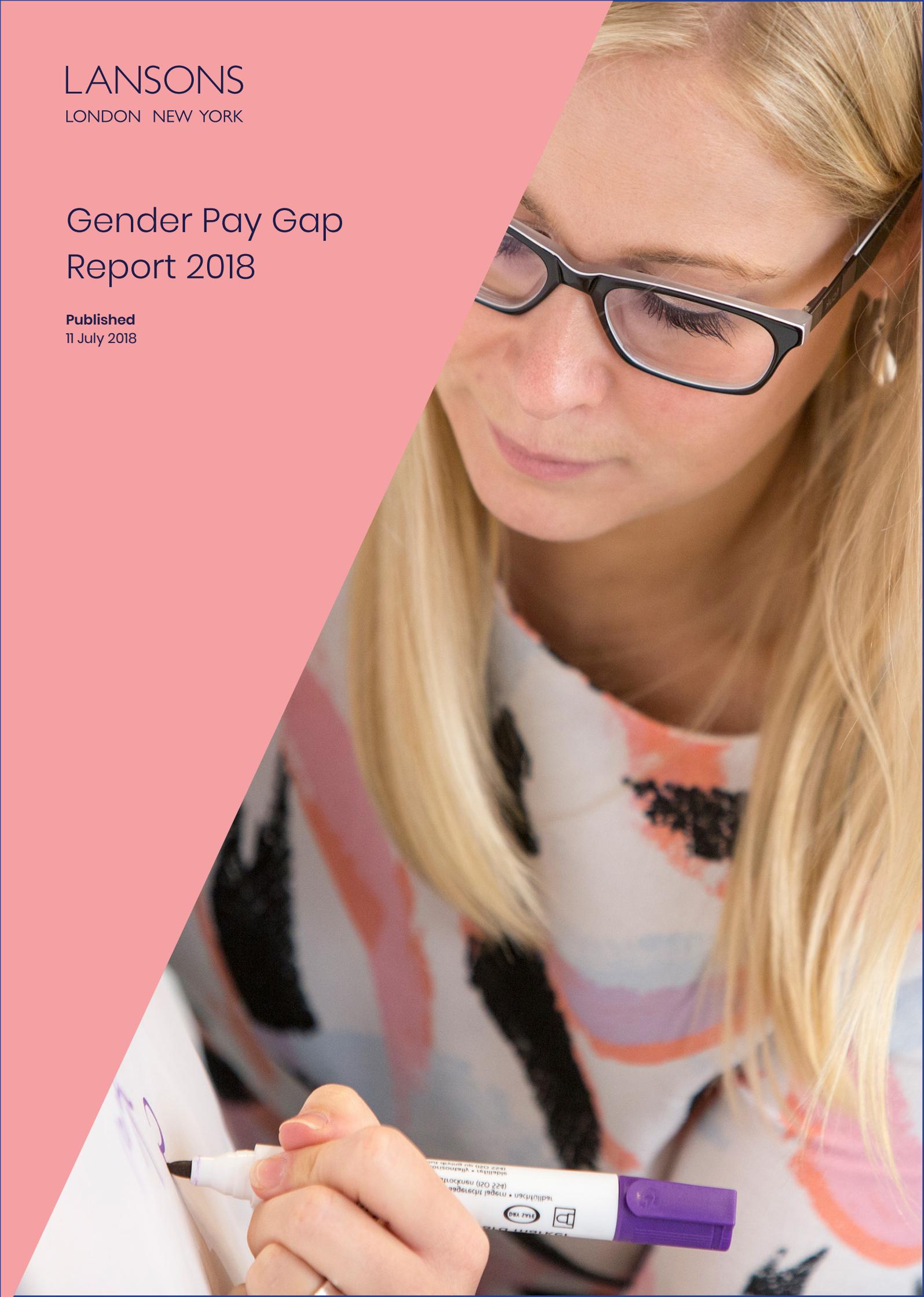


LANSONS

LONDON NEW YORK

Gender Pay Gap Report 2018

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Lansons and equality

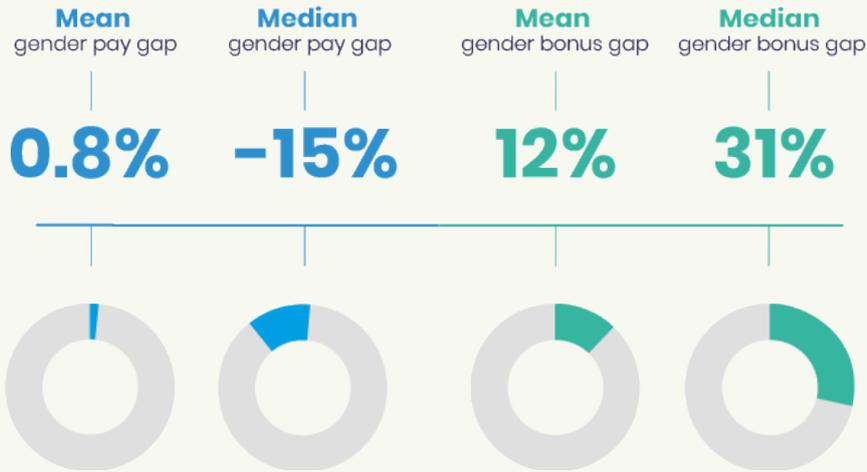
Throughout our 30-year history Lansons has been a champion of gender equality, supporting talented women and creating a culture where they can excel. As part of this, we have committed to reporting our gender pay gap voluntarily, even though we have just over 100 people in the company.

Today Lansons is made up of 64% women and 36% men. What's of particular pride to us is that our management team reflects this gender split, as does ownership of Lansons by financial holding.

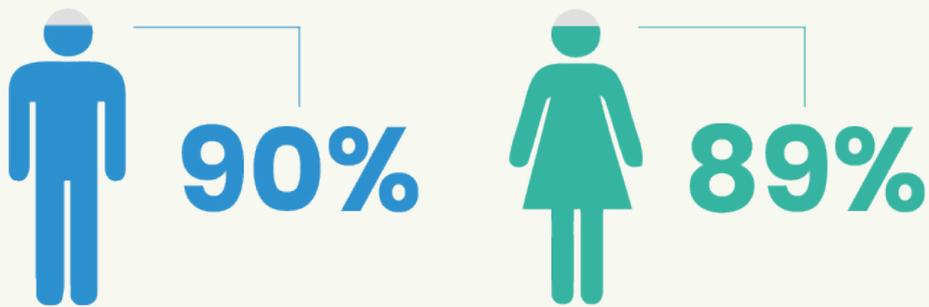
Lansons is a partnership and a third of our people own the company. We felt it was only right to include our partners' guaranteed earnings and performance bonuses in our gender pay gap calculation since partners represents such a large part of our workforce.



Gender Pay & Bonus Gap



Proportion of men and women receiving a bonus



No Gender Pay Gap

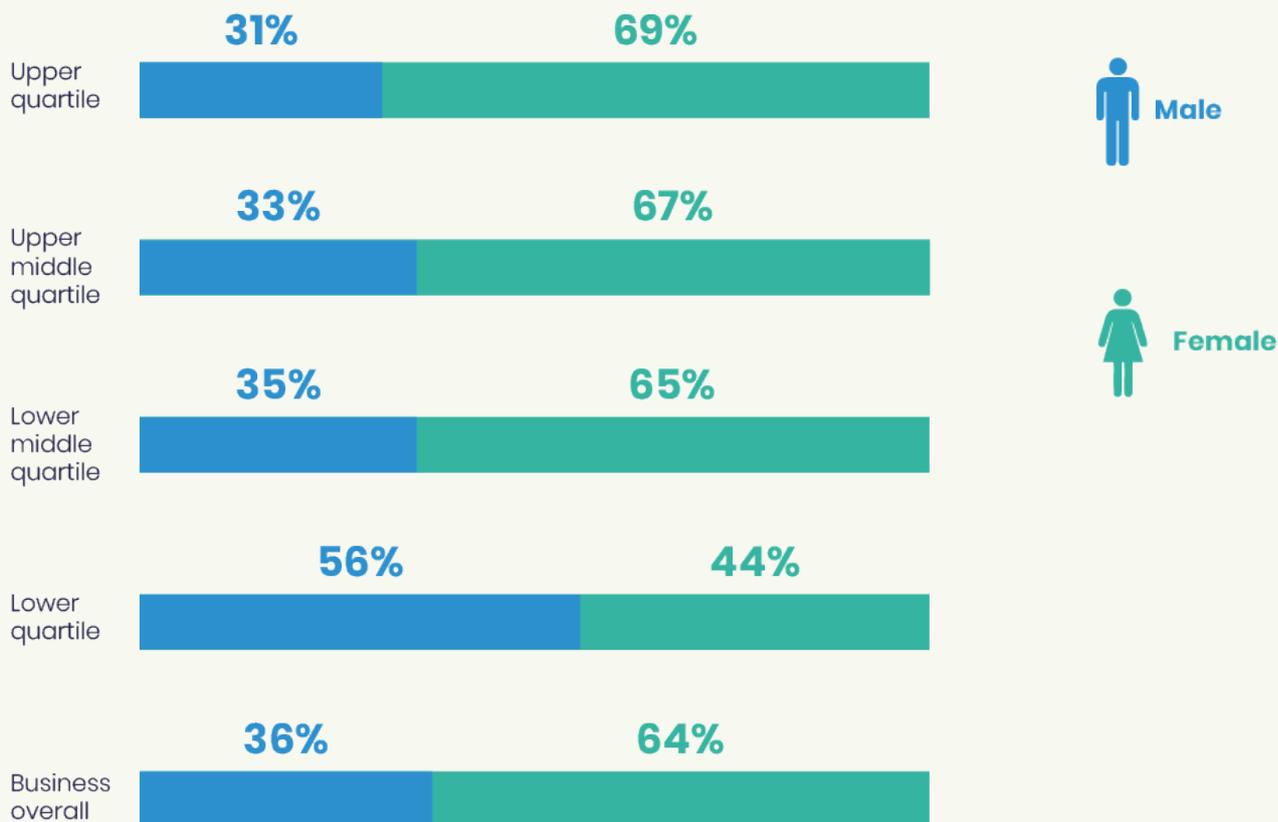
We are proud to say we don't have a significant gender pay gap.

As a mean calculation our men are paid just 0.8% more than women. Our middle-earning woman (the median calculation) earns 15% more than her middle-earning male counterpart. This is because she is further forward in her consultancy career than the middle-earning man. The proportion of men and women in each pay quartile reflects Lansons' gender split.

Our bonus distribution across gender is also entirely equal. On average men got a 12% higher bonus than women. At the very top of the agency gender balance is equal and, having fewer men in the company overall, it means that our very senior men account for a higher proportion of our men, driving average bonus up.

The middle bonus for our women (the median calculation) was 31% higher than for men. And again this is logical, because the woman receiving this bonus is more senior than man receiving the middle male bonus. This percentage is further enhanced because bonuses as a percentage of salary increase the more senior you are.

Proportion of men and women in the pay quartiles



The Future

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 and is already reflected in more equal gender balance at our most junior levels, as we succeed in attracting more men into the industry. This is illustrated in the slight shift towards men in our lower quartile pay bracket.

We are proud to have no significant gender pay gap and are comfortable that the figures reflect how people fall within our agency structure. With a 'promote first' philosophy that sees both men and women rise through the agency on merit, we know that median figures in future years are likely to shift to reflect this career opportunity for everybody.

We will continue to publish our gender pay gap voluntarily every year.

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