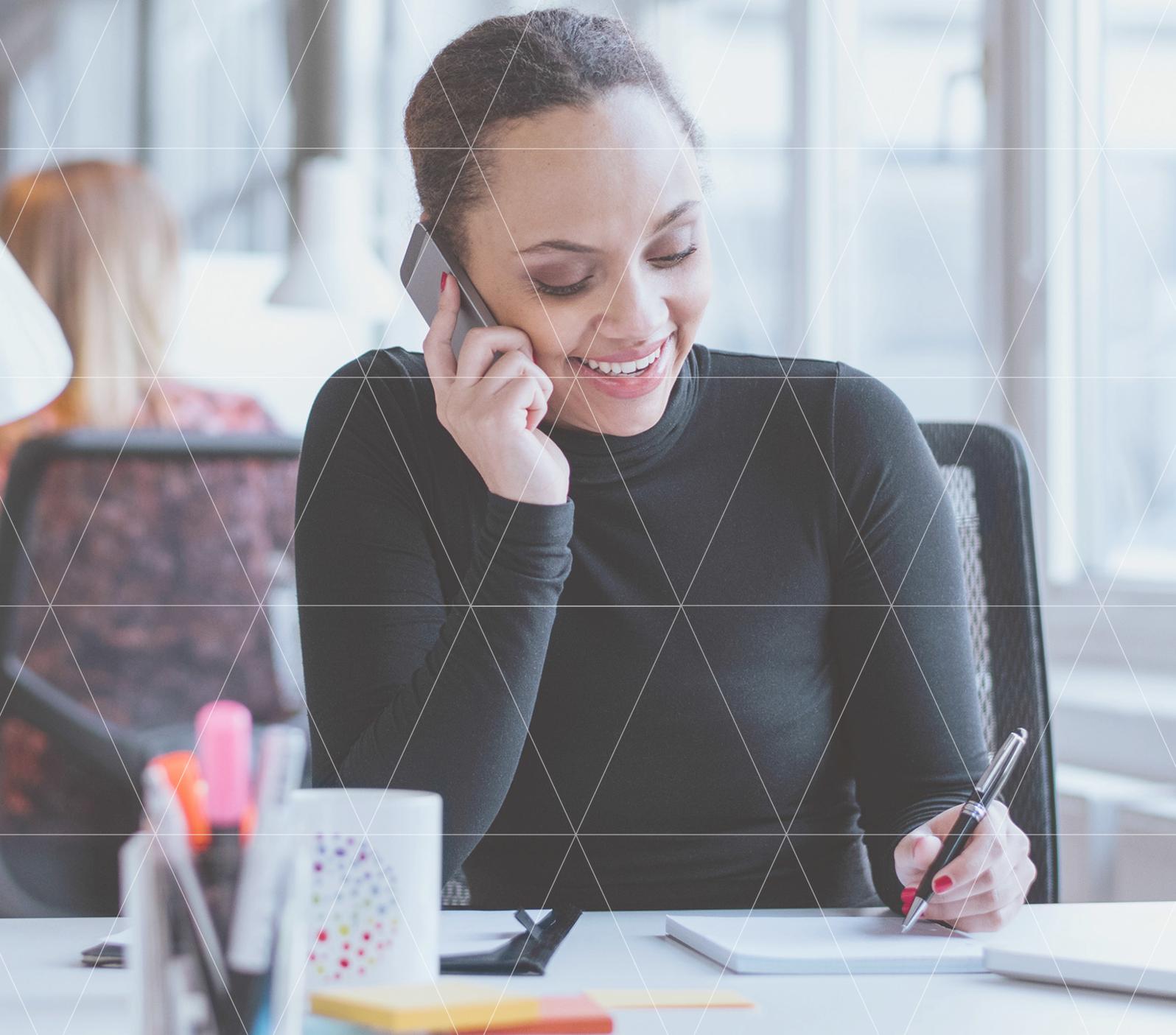


Gender Pay Gap Report 2019



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.

Lansons and Equality

Today Lansons is made up of 66% women and 34% men. What's of particular pride to us is that our executive 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 represent such a large part of our workforce.

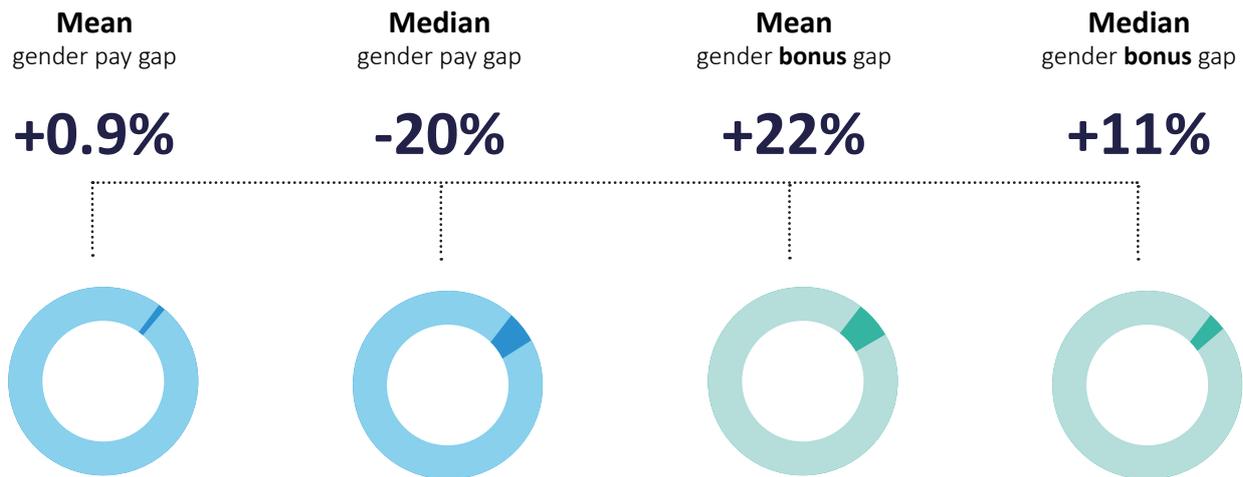
No Gender Pay Gap

We are proud to say we don't (really) have a gender pay gap. As a mean calculation our men are paid 0.9% more than women. Our middle-earning woman (the median calculation) earns 20% 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.

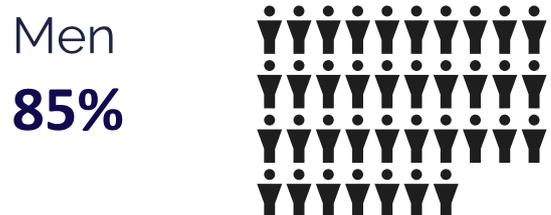
The percentage of men and women receiving a bonus is broadly equal. On average men got a 22% higher bonus than women. At the very top of the agency gender balance is equal and, having fewer men in the company overall, it means that our very senior men account for a higher proportion of our men, driving male average bonus up. The middle bonus for our men (the median calculation) was 11% higher than for women. This is because gender pay gap bonus calculations, unlike the pay calculations, need to include figures for women on maternity leave (who receive a pro-rata bonus) and we had a number of women on maternity leave.

Gender Pay & Bonus Gap

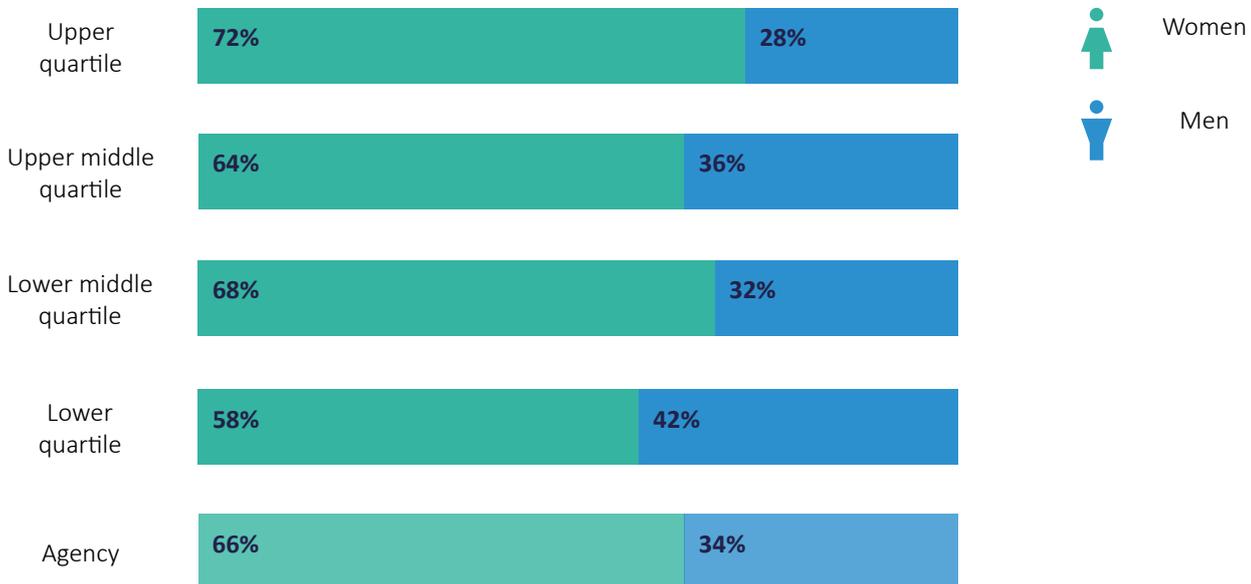
Difference between women and men where +% figure means the gap favours men, -% figure favours women.



Proportion of women and men receiving bonus pay



Proportion of women and men in each pay quartile



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 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.

Note: 'Today' is 5 April 2019, the date for all our GPG calculations

