

# EQUAL PAY STATEMENT

Lambert Smith Hampton is committed to ensuring that colleagues who do the same job, with comparable performance and similar expertise are paid fairly and consistently.

We understand that equal pay assurance requires constant review to ensure that fairness and consistency is maintained across our reward and recognition levers.

We review all employee salaries periodically, conducting a full analysis of our remuneration decisions at each point in time to ensure that pay levels reflect the work being undertaken.

Should anyone in the course of their employment challenge their rate of pay, we will review their salary in an objective and fair manner against those of comparators across the organisation.

## Contacts and Further Information

If you have any questions or requests for additional information on this policy, please contact [HROperations@lsh.co.uk](mailto:HROperations@lsh.co.uk)

V2024_01	Policy Reviewer Donna Smith	Policy Owner Chris McCartney	Date 01/03/2024	Next Review 01/03/2025
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