

gender pay gap report 2022

Lambert Smith Hampton remain fully committed to providing an environment of openness to opportunity and achievement across our business, based upon merit and ability.

We want to stimulate and accelerate the change that is required across our industry to address the legacy gender imbalance that we know exists. Within this we will continue to review, update and implement targeted initiatives to support this change within our business, building on the steps we have taken across our early-career, talent development and career development programmes to start to move the needle.

But we are not where we want to be today and so we will not rest on our laurels. We're restless to increase the pace and magnitude of change. So we will increase our focus on initiatives that deliver the necessary change across our business. We will focus on recruitment, development, advancement, pay and engagement to stimulate discussion, attention and action.

We'll do all of this not only because it's the right thing to do but because a diversity of ideas, people and perspectives delivers better results for everyone. In commercial, human and social value terms.

In many ways, the LSH journey is in its infancy. There's certainly a lot more to do. But we remain fully committed to providing the right environment. One where access to opportunity and achievement is open across our business, based on merit and ability.

Impact of Covid-19 on Gender Pay Gap Reporting

As reported previously, our Gender Pay Gap figures for 2020 and 2021 were significantly affected by the furlough arrangements in place at the snapshot dates in these years. It should therefore be noted that comparisons to previous years will be distorted and that the 2020 and 2021 reports will not be directly comparable to this report, or any future reports.

Gender Pay & Bonus Gap

	MEAN	MEDIAN
HOURLY PAY	44.2%	44.8%
BONUS	83.9%	57.5%

Gender Balance - Colleague Population



58.9%



41.1%

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 2022 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 2022 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 is a key 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	60.4%	58.1%	34.1%	11.8%
MALE	39.6%	41.9%	65.9%	88.2%

Commentary - Our pay quartile figures reflect 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 business support positions are held by female colleagues. Our hiring and career progression programmes are focussed on positively affecting the balance across these quartiles over the mid-term.

Bonus Payment Recipients:



68.3%



51.2%

Commentary - Parts of our business include commission and bonus as an important element of total pay. The difference in favour of male colleagues shown in our 2022 figures reflects the higher proportion of male colleagues in fee-earning professional roles where this element of total pay is a constituent factor. However, we are confident that all colleagues across our business have an equal opportunity to earn a bonus.

Our Focus:

As a people business, we understand the strength and value that our colleague diversity brings to our business, teams and clients. Our industry is changing quickly, as is the scope of our services. With these changes comes increased opportunity for talented people right across our business.

That’s why we continue to promote and nurture an environment where we recognise success and achievement. Progression must be unhindered. We have focussed most recently on direct investment into our lowest pay levels, and we remain committed to initiatives that address gender imbalance across all areas and levels of our business.

One of these commitments is to ensure that all colleagues performing similar roles, with comparable performance and expertise, are always paid fairly and consistently. We also regularly review our people policies, including those that support pay, recognition, performance assessment and progression, to ensure that they are free from bias and discrimination.

I confirm that the information in this report is accurate.

Ezra Nahome
Chief Executive Officer