

Gender Pay Gap Report 2025

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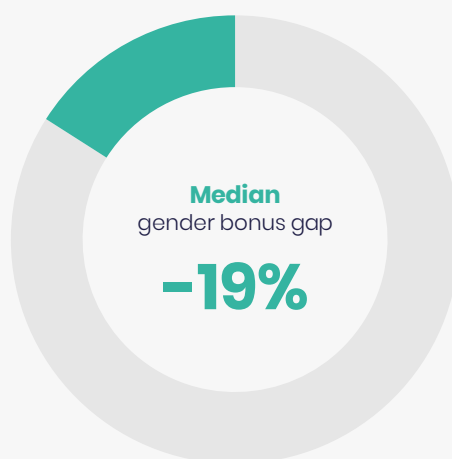
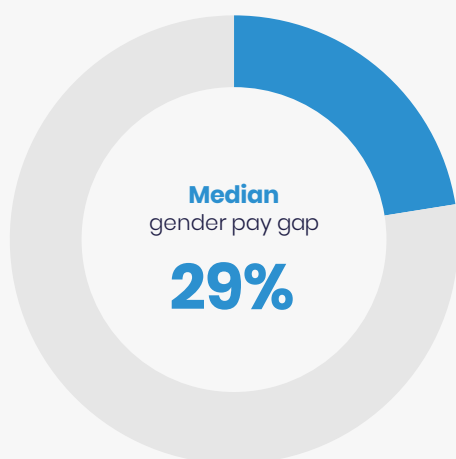
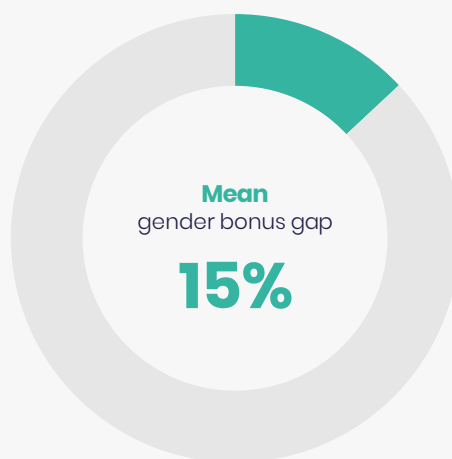
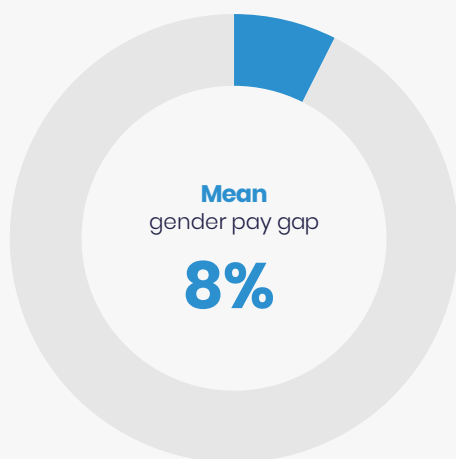
Lansons and equality

Throughout our 36-year history Lansons has been a champion of equality and inclusion. This includes gender equality; building and maintaining an environment where women excelling is the norm.

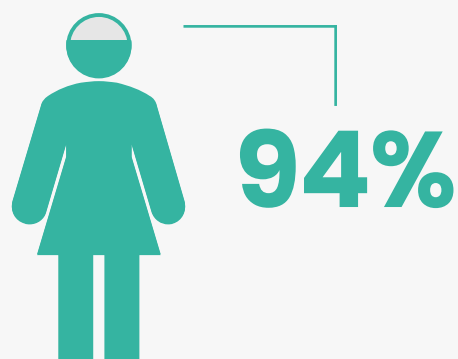
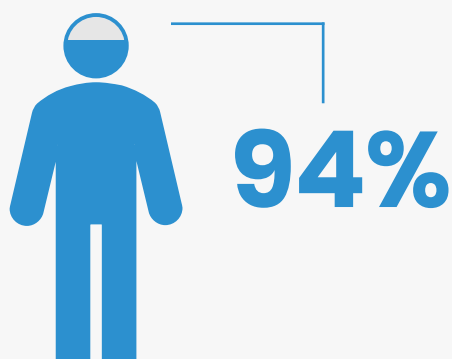
Since 2018, we've reported our gender pay gap voluntarily for our London office, even though we're not legally required to. Our London office is made up of 60% women and 40% men and this gender split is, and always has been, broadly reflected throughout our business – including in our executive leadership and management teams.



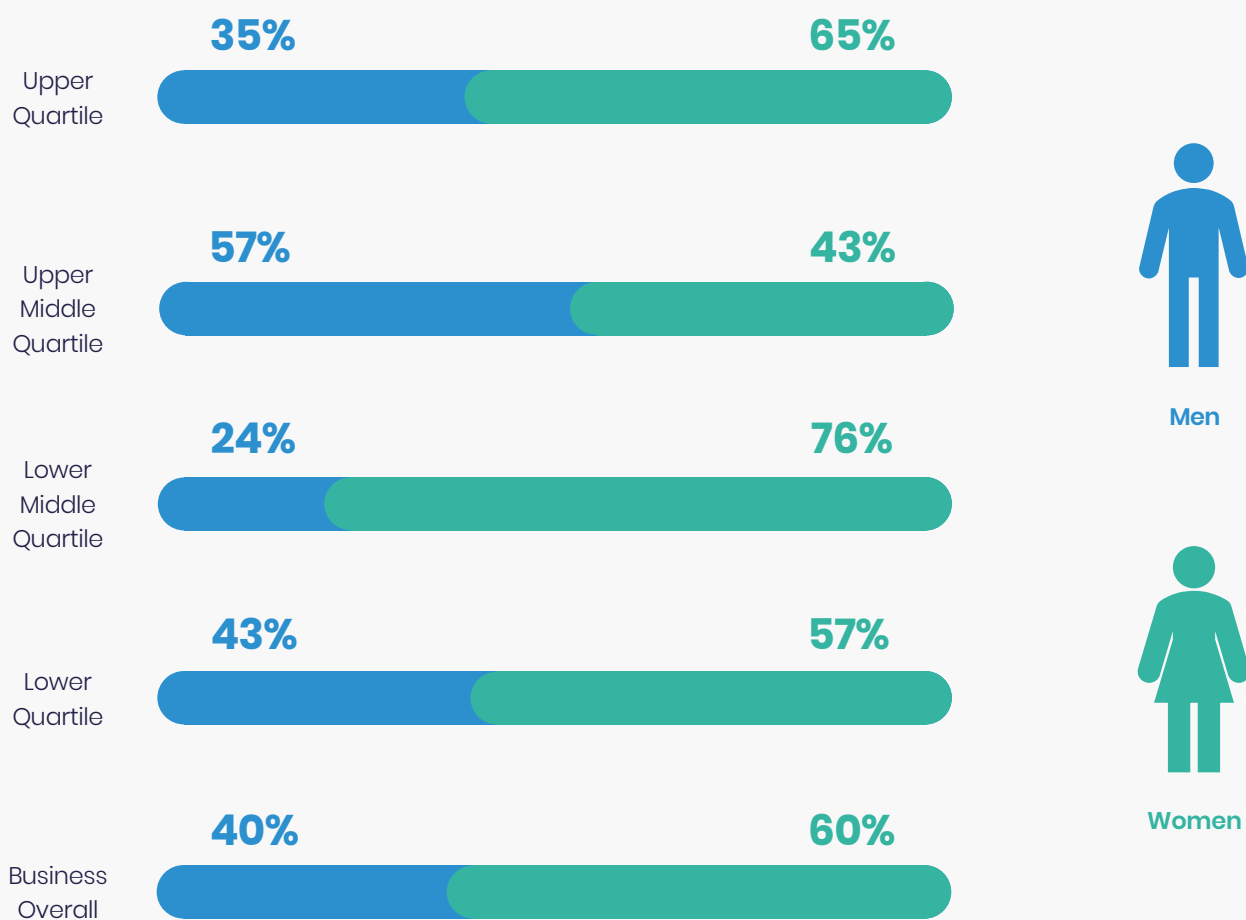
Gender pay and bonus gaps



Proportion of men and women receiving a bonus



Proportion of men and women in the pay quartiles



Better than average, but higher than we'd like

Our mean gender pay gap has shifted from -2% last year to 8% this year. While this is higher than we'd like, as a small business well below the mandatory reporting threshold of 250 people, even minor changes in personnel can significantly influence our reported figures.

This year's increase is mainly due to shifts in team composition, particularly at junior levels. Over the past 12 months, several men in junior roles have left, while more women have joined in similar positions.

At the senior level, two women departed and one man joined. Together, these changes have raised the average seniority of our male employees while lowering that of our female employees, resulting in this year's gap.

We expect our pay gap to fluctuate from year to year as our team changes, and we are comfortable that the changes are not driven by inequity in our pay or promotion decisions, but this reporting exercise remains an important tool for ensuring gender bias does not take root in our business.

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lansons.com

consultancy@lansons.com
+44 (0)20 7490 8828

24a St John Street
London
EC1M 4AY