

LANSONS

LONDON NEW YORK

Gender Pay Gap Report 2020

Published

7 September 2020



Lansons and equality

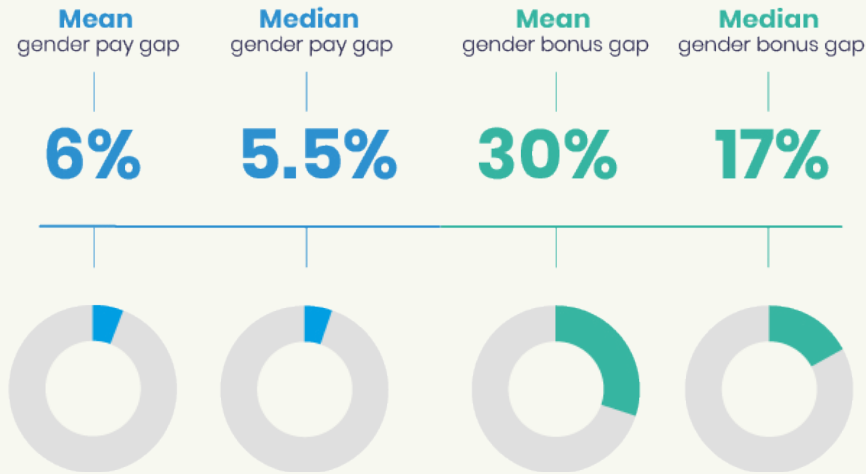
Throughout our 31-year history Lansons has been a champion of equality and inclusion. This includes championing gender equality, supporting talented women and creating a culture where women can excel. As part of this, we have committed to reporting our gender pay gap voluntarily, even though we have around 90 people in the company.

Today Lansons is made up of 66% women and 34% men. What's of particular pride to us is that our board reflects this gender split, as does ownership of Lansons by financial holding.

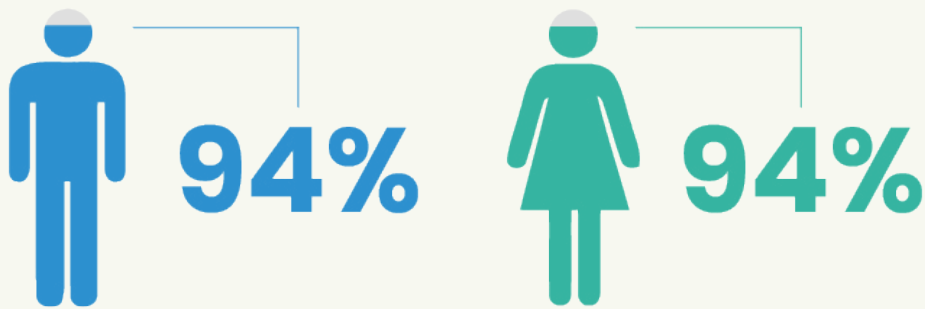
Lansons is a partnership and a third of our people own the company. We felt it was only right to include our partners' guaranteed earnings, commission payments and performance bonuses in our gender pay gap calculation since partners represent such a large part of our workforce.



Gender Pay & Bonus Gap



Proportion of men and women receiving a bonus

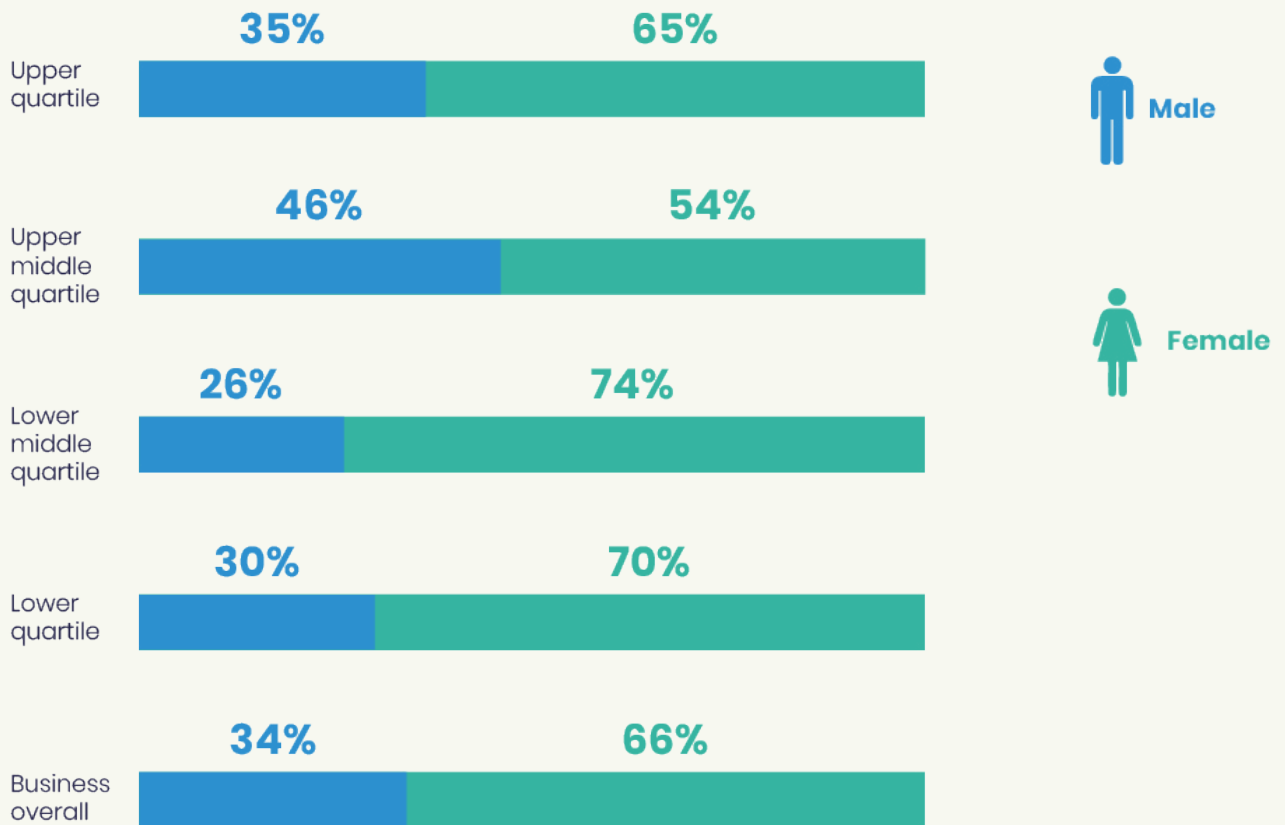


Low Gender Pay Gap

Lansons is proud to have a low gender pay gap. As a mean calculation our men are paid 6% more than women, a rise on last year's 0.9%. Our median pay gap, which pinpoints the middle-earning man and woman, is in line at 5.5%. Last year our middle-earning woman earned 20% more than her male counterpart. The change is due to a number of senior women leaving in the last year, and it is also affected by some junior men leaving which means that most of our more junior executives are currently women.

The percentage of men and women receiving a bonus is equal. On average men got a 30% 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 the average male bonus up. The middle bonus for our men (the median calculation) was 17% higher than for women because the man receiving the middle bonus was a little bit further on in his career than the middle woman.

Proportion of men and women in the pay quartiles



The Future

Joiners and leavers of either sex, at any stage on their career journey, make a more significant statistical difference in a company our size so we understand that our pay gap will inevitably fluctuate in future years. With a 'promote first' philosophy, that sees both men and women rise through the agency on merit, we know that median figures for example are likely to shift in either direction reflecting this career opportunity. We always seek to understand the 'why' beneath our figures and we'd act if something isn't explained by our size and how people fall within our agency structure.

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 includes attracting more men into the business at our junior levels. Overall, we anticipate that our gender pay gap will fluctuate around plus or minus 6% as we are a relatively small business.

We are exceptionally proud to have a track record of no, or low, gender pay gap and will continue to lead the way by publishing our pay gap voluntarily.

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