

Gender Pay Gap Report

PUBLISHED 4TH APRIL 2025

Snapshot Date: 5th April 2024

At Lomond, we believe that **embracing** and
championing **diversity** in all its forms leads to a
stronger, more vibrant company.



This is the first Gender Pay Gap Report for Lomond, providing an insight into how our workforce is structured and remunerated. The current gender balance between our workforce, shows an increasingly female representation across the business, with **64%** of our workforce made up of female employees.

Our ambition to build a truly inclusive work place has not gone unnoticed. When it comes to equal opportunities and gender diversity, we are proud of the progress we've made so far, having won awards on the feedback from our staff on what it's like to work at Lomond - securing a place on The Sunday Times, Best Places to Work list 2024.

For the second consecutive year, Lomond were certified by Great Place To Work, with an average of **92%** of employees saying they are treated fairly regardless of age, gender, race, ethnicity or sexual orientation. Furthermore, **77%** of employees of all genders said they were offered training and development to further themselves professionally, reinforcing our commitment to support careers for people of all genders.

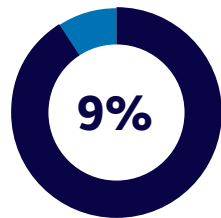
Lomond has undergone significant growth in our workforce over the last 12 months, both organically and via acquisition. As we grow, we remain committed to transparency, accountability and meaningful action to help us recruit and retain women within our workforce and are working towards minimising the gender pay gap.

A handwritten signature in black ink, appearing to read 'Ed Phillips', with a stylized flourish at the end.

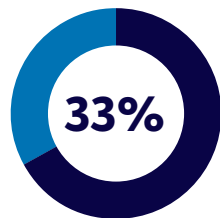
Ed Phillips
Chief Executive Officer

Ordinary Pay

The gender pay gap is the difference between the average earnings of men and women across an organisation, expressed as a percentage. It does not relate to a pay difference for like for like roles held by men and women within the organisation.



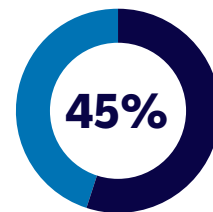
Median



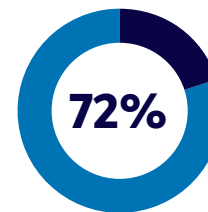
Mean

Ordinary Pay Gap

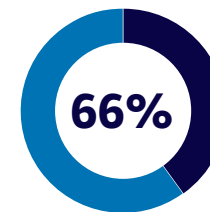
The percentage ordinary pay gap between median value of male and female hourly pay is **9%** when employees are ranked from lowest to highest earner. When observing the mean percentage difference between male and female average hourly earnings is **33%**.



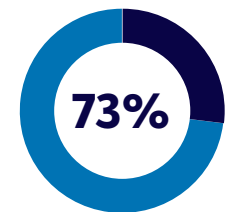
Upper



Upper Middle



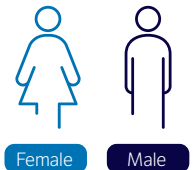
Lower Middle



Lower

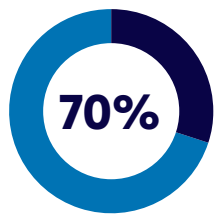
Gender Split Pay Quartiles

When investigating gender distribution across four pay quartiles, employees are divided into four pay bands (quartiles) from lowest to highest earners, showing the proportion of men and women in each pay bracket. This statistic can aid the process of identifying whether women are under-represented in senior, high-paying roles.

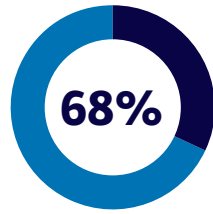


Bonus Pay

The bonus pay report looks at the number of eligible employees that received a bonus within the relevant time period, split by gender. Dataset consists of all bonuses paid in the 12 months prior to the 5th April 2024 snapshot, bonuses include commissions.



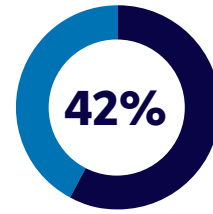
Female



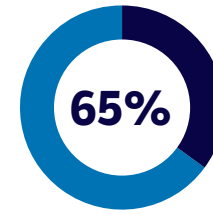
Male

Received Bonus Pay

Statistics show a fair distribution of bonus payments by gender with a higher percentage of eligible female employees, with **70%** receiving bonus payments, compared to **68%** of their male colleagues during the relevant period.



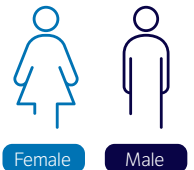
Median



Mean

Bonus Pay Gaps

Median bonus gap illustrates the difference between the median bonus pay paid to male relevant employees and that paid to female relevant employees. Mean bonus gap the difference between the mean bonus pay paid to male relevant employees and that paid to female relevant employees.



Our Commitment

At Lomond, we are committed to fostering a workplace where talent, ambition and contribution not gender define career progression and pay. As a leading property organisation, we recognise that while women make up the majority of our workforce, there is still work to do to close our gender pay gap. This report marks an important milestone in our journey towards greater pay equity. With a deep commitment to fairness, transparency, and opportunity.

We will achieve this by continuing the practices outlined on this page, as well as leveraging the impact of our Employee Resource Groups **LOMONDWomen** and **LOMONDTogether** to drive meaningful conversations, champion change and create a culture of inclusion and diversity.

Senior Leadership

Advancing women into senior leadership roles, can be achieved by strengthening our talent pipeline through structured career development, leadership programmes, and proactive succession planning.

Career Progression

Enhancing policies to support career progression will involve continuing to improve flexible working, family leave and return-to-work programmes, making Lomond an employer of choice for women at all stages of their careers.

Performance Management

Ensuring pay equity through rigorous performance management, conducting structured pay reviews to identify and address any discrepancies, ensuring roles of equal value are rewarded fairly.

Mentoring

Expanding our Mentor Scheme connecting women with senior leaders to provide guidance, sponsorship, and pathways for accelerated growth.



Clare Wakeford
Chief People Officer

