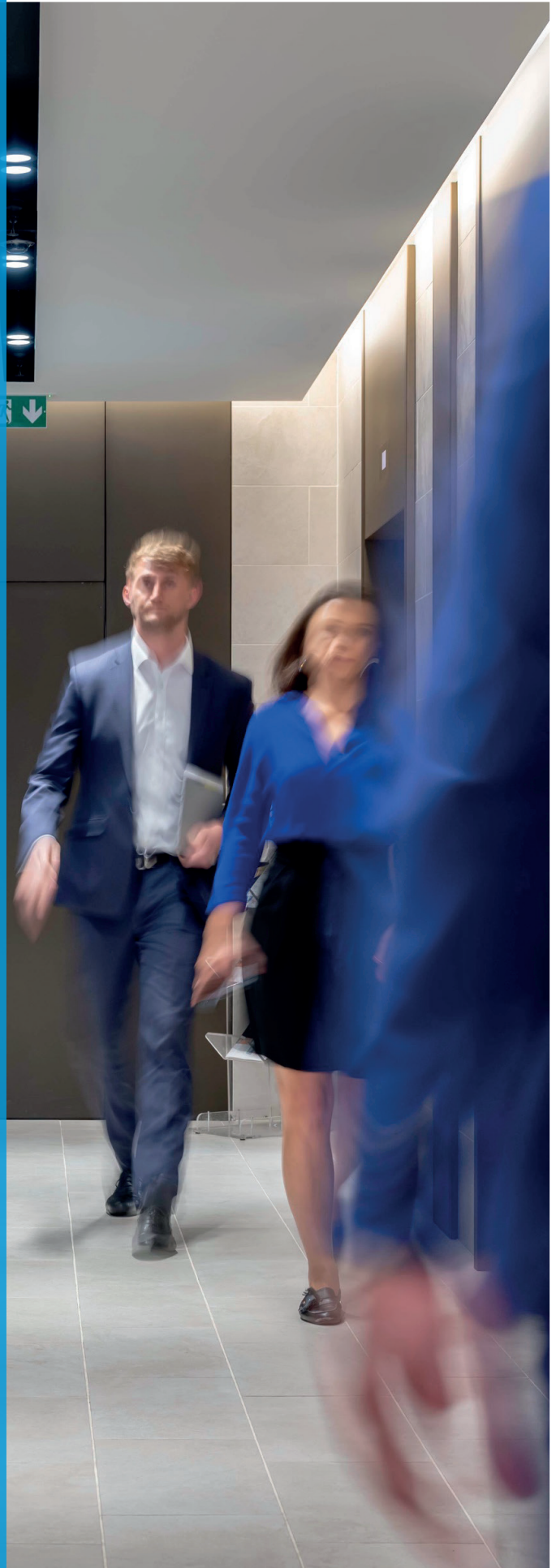


Property Management and Building Consultancy specialists



GENDER PAY REPORT 2023





This report shows our gender pay reporting for the snapshot date of 5 April 2022. We are committed to continuing to reduce our gender pay gap and create an inclusive workplace where people can grow with us.

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WHAT IS THE GENDER PAY GAP?

The gender pay gap measures the difference in the average pay of men and women across the organisation, regardless of the nature or level of their work.

It highlights the different number of men and women across all roles. It is different from an equal pay comparison, which involves a direct comparison of two people or groups of people carrying out the same work or work of equal value.

The calculations for the gender pay gap are set out by the Government to measure the gender pay gap, bonus pay gap and review gender pay quartiles. More information about the Gender Pay Gap can be found [here](#):

“

We are pleased to report a reduction in our gender pay gap this year across the Group.

”



OUR 2023 GENDER PAY GAP

Overall, we have seen our gender pay gap reduce since our report last year.

We are confident that the steps we are taking to close our gender pay gap are working well, but we also recognise that there is more for us to do in this space.

We are pleased to report a reduction in our gender pay gap this year across the Group.

LLP

Year	Mean	Median
2023	14.9	15.2
2022	17.8	22.2

2.9%
DECREASE IN THE
LLP MEAN AND
A REDUCTION OF
7% IN OUR MEDIAN.



WFM

Year	Mean	Median
2023	10.7	15.7
2022	10.1	16.7



BONUS GENDER PAY GAP

We have seen the mean and median bonus gap increase this year. The variance seen in the bonus pay gap across our 2 legal entities is due to different bonus schemes in place that naturally vary in pay out figures.

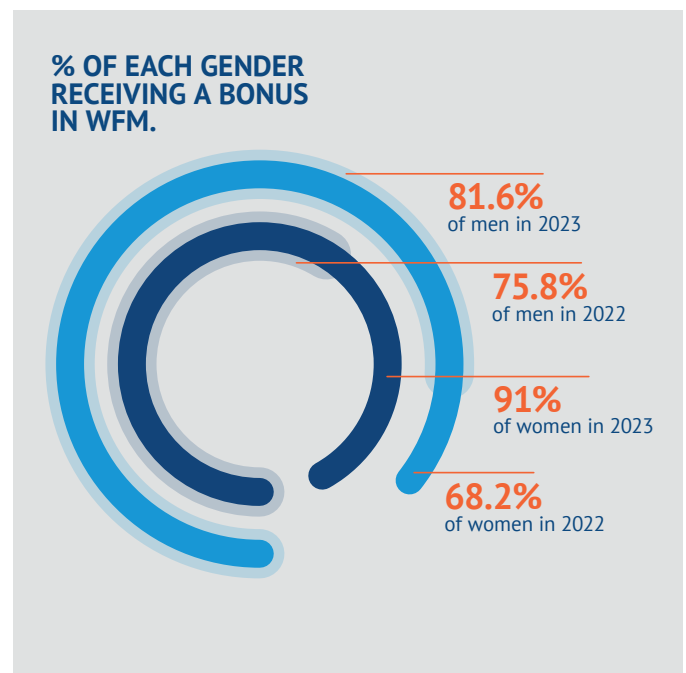
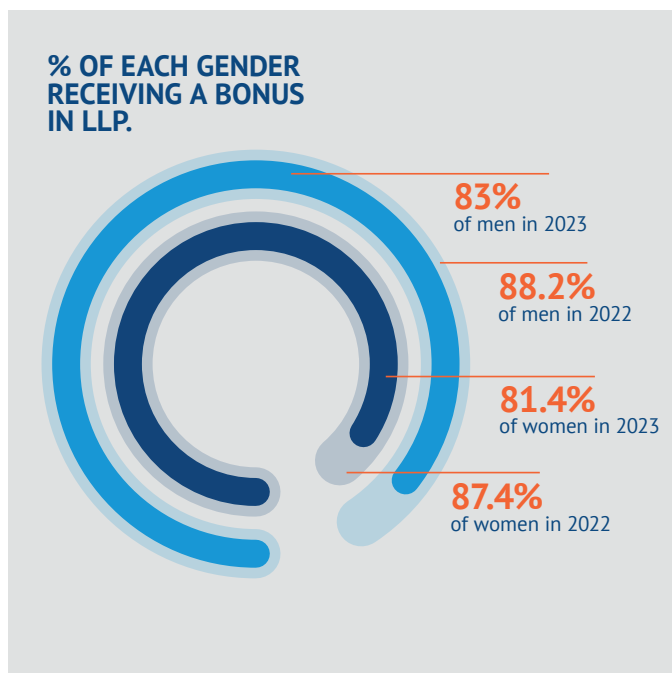
LLP

Year	Mean	Median
2023	39.6	1.6
2022	22.4	0

WFM

Year	Mean	Median
2023	-3.6	-9.4
2022	-22.4	-50

The percentages of men and women who receive a bonus will also vary from year to year due to the multiple bonus schemes in place across the Group.



PAY QUARTILES

We have seen positive movement in our pay quartiles for 2023. Our LLP pay quartiles show a 9.5% increase of women in the upper pay quartile, as well as positive movements in all other pay quartiles.

Our WFM pay quartiles have also seen positive movement, as the number of women in the lower, lower-middle and upper-middle pay quartiles has reduced this year. We recognise there is work to be done for the number of women in the upper pay quartile, as there is a 3.3% reduction this year in women making up this group percentage.



LLP

Year	Lower Quartile	Lower-Middle Quartile	Upper-Middle Quartile	Upper Quartile
2023	64.7	69.9	60.1	45.1
2022	66.1	71.9	57.3	36.5

WFM

Year	Lower Quartile	Lower-Middle Quartile	Upper-Middle Quartile	Upper Quartile
2023	49.4	50.6	33.3	32.1
2022	51.8	57.3	39	35.4

OUR ACTION PLAN

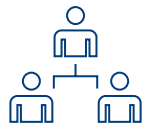
We are committed to closing our gender pay gap. Our action plan focuses on attracting and retaining senior talent across the firm, as well as further developing our ED&I strategy. We want to create an inclusive culture where people can be themselves at work and develop their careers with us.

SOME OF PRIORITIES FOR THE COMING YEAR ARE HIGHLIGHTED BELOW:



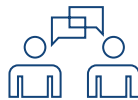
1. DEVELOP

our ED&I strategy further to maintain a positive and inclusive workplace for everyone.



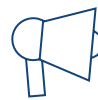
2. REVIEW

our career paths to create future opportunities across the Group.



3. TRAIN

Unconscious bias training to be delivered across the Group to help people understand bias and how to overcome it in the workplace.



4. RECRUIT

Reviewing our recruitment methods to ensure we are using a diverse range of job boards, recruitment agencies and using gender neutral language in our job adverts.



5. ACTION PLAN

To further understand our people data and use the data insights to inform our Action Plan.

SUMMARY

Whilst we have seen positive movements this year in our gender pay gap, we recognise there is still more to do and that it will take time to close the gap. We are committed to our Action Plan to continue to close the gap.

MATT PATEMAN

Managing Partner



workman.co.uk/our-people

