

## Hollis UK gender pay gap report April 2019 to April 2021

### All together different

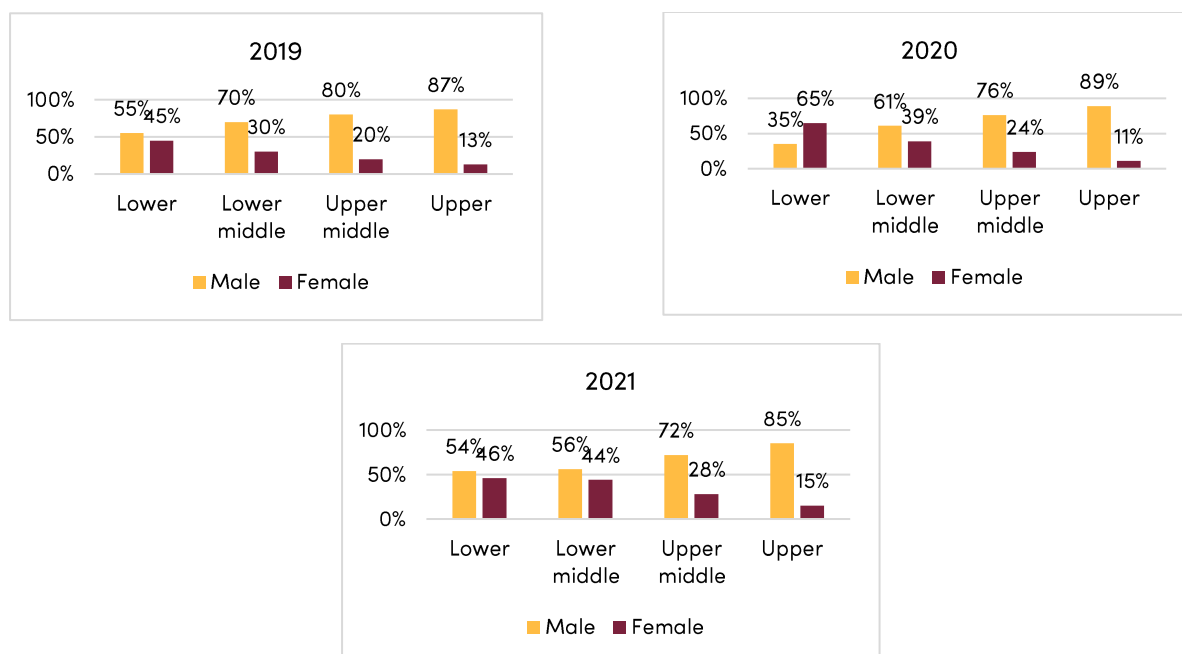
Our vision is truly represented by our strapline. Together we welcome, we embrace, and we celebrate our differences and collectively take responsibility for our D&I vision. Our aim is to provide a diverse and inclusive workplace which supports and cares for all our employees including those from under-represented groups, in a way which allows them to feel included, respected and enables them to gain the best from their working lives and fulfil their potential and goals. We will continue to build a culture of inclusion; where all barriers including prejudice are removed from our working environment; and where all our people are empowered to be the best they can be. We also commit to contributing to improving diversity across the real estate industry.

### Gender pay gap figures 2019 to 2021

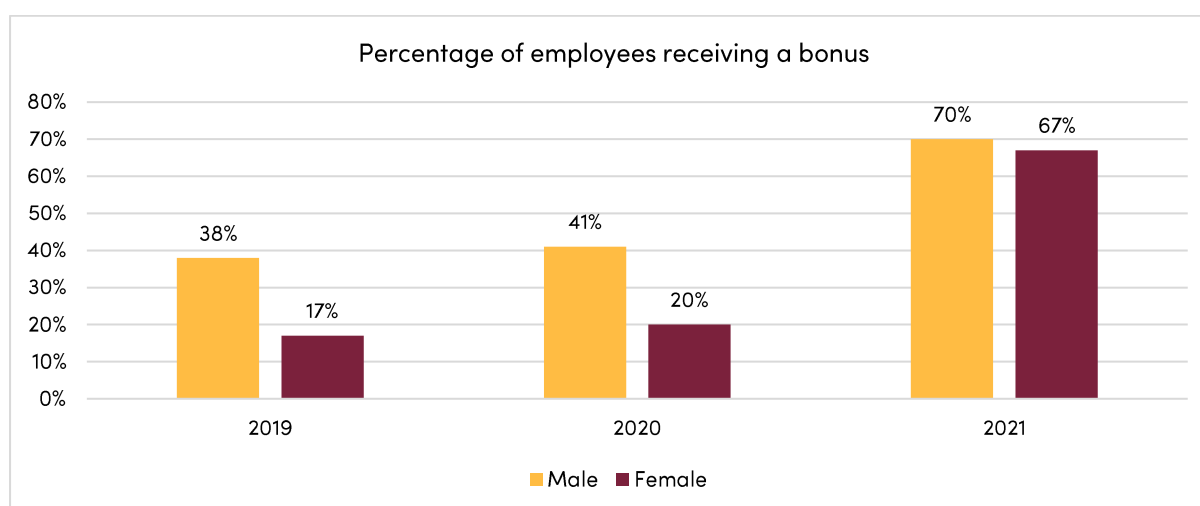
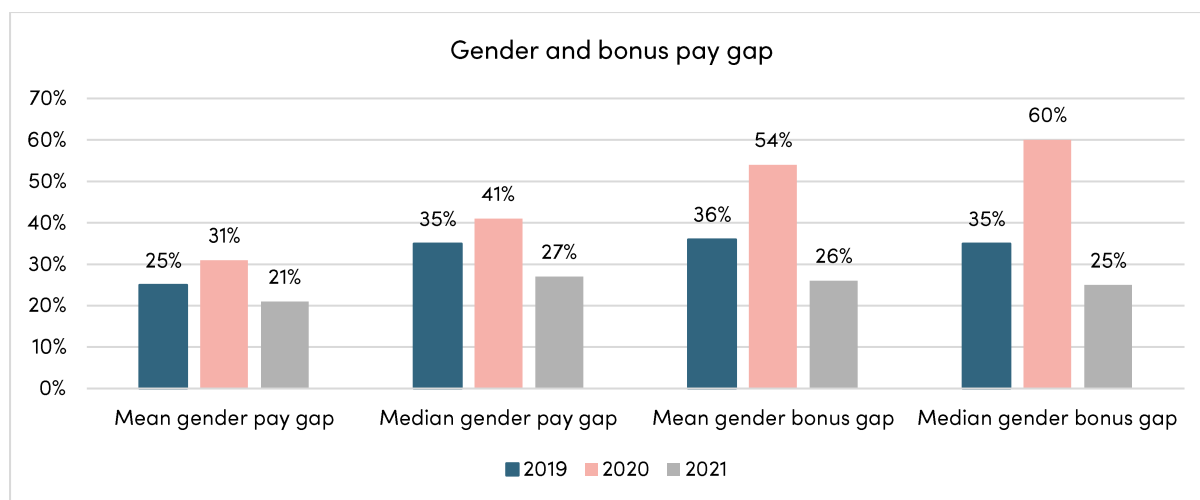
The gender pay gap is different from equal pay, as it is not measuring the parity of pay for roles of the same level. Instead, it compares the average pay by gender of all roles collectively, regardless of level or type. Our analysis of comparable roles highlights that we continue to reward men and women fairly for similar work and that the overall gender pay gap reflects the lower representation of women in the business, at senior levels and in fee earning roles within the company.

We regularly review market pay benchmarks across the industry based on job role and location, which helps us understand the different pay levels for similar roles. We also conduct an annual salary review process where we analyse pay and bonus outcomes to ensure the parity we have worked hard to achieve is maintained.

### Pay Quartiles



The above graphs show the proportion of men and women throughout the company in each pay quartile. These quartiles group the hourly rates from lowest paid (Lower) to highest paid (Upper) employees and those in between.



The past 18 months have been like no other that we have experienced, and our April 2020 figures come from the first lockdown, when a number of our colleagues were on furlough. As furlough is considered a period of leave, these employees were not included in the majority of calculations. The population used was therefore significantly reduced for this period. In addition, a number of temporary pay reductions were made for some employees that have been considered in the calculations. We believe that the results from April 2020, are therefore not a normal reflection of our gender pay gap.

We also took the decision to freeze pay and not reward our normal bonuses in 2020. We instead paid a separate recognition bonus to the majority of employees in December 2020, which explains the percentage increase of employees receiving a bonus for the April 2021 figures.

Whilst the April 2020 figures are not in trend with the decreasing gap, year on year, we have seen a decrease from the initial figures in April 2017 (mean GPG 27% and median GPG 37%) to date (mean GPG 21% and median GPG 27%). We have also seen an increase in women in the upper pay quartile (9% of those in the highest pay bracket were women in 2017, increasing to 15% in 2021).

The gender pay gap is not closing as quickly as we would want to see, however we are proud of everything we have done and continue to do to help make both Hollis and the wider industry a more inclusive environment for all.

## What are we doing to help close the gap and to improve diversity within both the company and wider industry?

- We continue to promote flexible working to suit the needs of our employees and their personal lives and have introduced a hybrid working policy following the pandemic.
- We run a women's mentoring programme which aims to:
  - build confidence
  - help women in the business navigate and progress in a male dominated industry
  - inspire and encourage women to senior positions
  - provide practical advice on how to juggle a career with other commitments and to help address the gender balance by improving the retention of women in the business.
- We will be launching an employee lead inclusivity network to:
  - give our employees a voice
  - to keep on top of D&I initiatives
  - to keep the D&I conversation alive within Hollis
  - to drive the business forward, to create an understanding
  - empathetic and safe space
  - to be informative and educational and to be collaborative.
- We're doing our part to help develop the property professionals of the future. Together with Urban Plan UK, Pathways to Property, WCCS, RICS Inspire Future Surveyors, Chartered Surveyors Training Trust (CSTT) and Building People; we're working to educate and inspire those beginning careers in property, not only because it will enable them to gain the skills and knowledge to succeed, but because their bright and innovative ideas are key to ensuring the long-term success and sustainability of our industry.
- We relish the fresh thinking from inquisitive minds on our Apprenticeship and Work Placement Programmes and University Mentoring scheme; all of which provide opportunities to gain valuable hands-on experience within our business, whilst carrying out academic studies. We will also be welcoming our first #10,000BlackInterns in early 2022 and have been part of the steering group for the Real Estate industry.
- We invest in the broader wellbeing of our people too. We are an accredited Living Wage Employer, ensuring that a hard day's work receives a fair day's pay for all our employees. We also have strategies spanning physical, social, emotional and developmental needs, designed so that everyone at Hollis can thrive.
- Women make up 25% of the Management Board. Whilst the representation is not nearly as high as we would like to see, we hope this will grow significantly in the future.
- We recently launched a Junior Board to obtain views and ideas from a diverse group of people across different areas of the business. Women make up 60% of the Junior Board, who are our aspiring future leaders.
- Hollis has transferred from an LLP to an employee owned trust (EOT) which means that, amongst many positives, all employees will be eligible to receive profit shares in the future. We will also be reviewing our bonus scheme in line with this change.

I confirm that the figures in our disclosure are accurate and have been calculated in accordance with gender pay gap reporting requirements as outlined in the legislation and accompanying guidance.

John Woodman – Chairman