Introduction

2 Table of contents
3 Hello
4 Our Progress

Pay Gap Figures

5 Our Gender Pay Gap figures
7 What do our Gender Pay figures say about us?
10 What is Landmark doing to address its gender pay gap?

Declaration

12 Declaration

Any questions?
If you have any questions regarding this Gender Pay Gap report, please contact our HR Director, Julia Lovell on: diversity@landmark.co.uk
Since 1995 Landmark Information has invested in its data, systems and, most importantly, our people and today we are proud to be the UK’s leading provider of property and land search information.

At Landmark, we employ over 350 great people throughout the UK and Europe, with diverse roles in areas such as Customer Service, IT Development, Sales and Marketing, Systems Infrastructure, Project Management, Data, Product Management, Human Resources and Finance.

We always strive to recruit and retain talented people, but believe it is more than just knowledge and skills; it is the person behind the role that makes Landmark a workplace to be proud of.

Everyone’s contribution plays an important part in all we produce, whether you are a Developer, Product Manager, Customer Services Advisor or work in our Finance team. We recognise that having a diverse workforce makes us stronger when we combine a wide range of different knowledge, experience and points of view.

Gender is only one aspect of striving for a diverse workforce and this has always been a focus for Landmark along with providing a fair and equal environment for everyone.
This is our second annual gender pay report, based on the data from April 2018. We have continued to make progress against the actions we have in place to improve our gender balance. While we have seen a modest improvement in our results, we know that there are many factors that can influence the overall picture. Such factors include changes in the overall number of employees.

We recognise that this is reflective of our industry and we acknowledge that there are actions we can take to address this balance further. We are committed to continually reviewing our approach to hiring, developing and supporting all of our staff with the goal of creating a diverse workplace where all employees irrespective of gender, race, disability or sexual orientation can thrive.

Our employees in 2018 are made up of male 63%, female 37%. This has improved from our 2017 report where we reported; males 68% and females 32%.
Our Gender Pay Gap figures

The difference between male and female pay

<table>
<thead>
<tr>
<th>Year</th>
<th>Hourly Pay Gap</th>
<th>Bonus Pay Gap</th>
</tr>
</thead>
<tbody>
<tr>
<td>2017</td>
<td>Mean 28%</td>
<td>Median 32%</td>
</tr>
<tr>
<td></td>
<td>Bonus 72%</td>
<td></td>
</tr>
<tr>
<td>2018</td>
<td>Mean 28%</td>
<td>Median 34%</td>
</tr>
<tr>
<td></td>
<td>Bonus 61%</td>
<td></td>
</tr>
</tbody>
</table>

The proportion of males and females receiving a bonus payment

- **Females**: 96% (↑4% compared to 2017)
- **Males**: 91% (↑1% compared to 2017)
The proportion of males and females in each pay quartile

<table>
<thead>
<tr>
<th>Pay Quartile</th>
<th>2017</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lowest</td>
<td>Females: 47% Males: 53%</td>
<td>Females: 49% Males: 51%</td>
</tr>
<tr>
<td>Second</td>
<td>Females: 40% Males: 60%</td>
<td>Females: 43% Males: 57%</td>
</tr>
<tr>
<td>Third</td>
<td>Females: 21% Males: 79%</td>
<td>Females: 21% Males: 79%</td>
</tr>
<tr>
<td>Highest</td>
<td>Females: 21% Males: 79%</td>
<td>Females: 21% Males: 79%</td>
</tr>
</tbody>
</table>
What do our Gender Pay figures say about us?

Our gender hourly pay gap figures have remained similar to the 2017 report, the reason for this is complex and is impacted by many positive changes we have made in areas such as recruitment, promotions and changes in roles. Overall we have made positive steps in all of these areas, we have seen more females joining our organisation at all levels of the organisation, alongside promotions and changes within our existing employees. This has resulted with our mean pay gap remaining the same and median pay gap has increased slightly as we have more entry level employees which has resulted in this moving higher. Our organisation and workforce is heavily technology focused, and as such we face the same challenges other companies of similar size with a STEM (Science, Technology, Engineering, Maths) focus do within our sector.

While our workforce is heavily male dominated, we have seen more females joining our business in key areas such as IT, where we have seen a 3% increase of females; Sales which has seen a 9% increase and Customer Services, which has seen a 5% increase of females. We accept there is more we will continue to do to bring about change and promote greater representation of women across all roles and particularly our leadership teams.
We implemented targeted leadership and recruitment training programmes to develop our managers leadership knowledge and skills to support our business and people, and ensure a consistent approach towards building a diverse workforce.
As a result of this training we have seen that for our new hires we increased the number of females hired to 43%. Specifically reviewing our STEM roles, which were 52% of our new hires 29% of our hires were female hires. This has improved from 2017, however recognising we will need to continue to encourage females into the STEM roles.

The proportion of males and females in our entry level roles is split evenly across the genders which is highlighting our equal opportunities approach to recruitment. We have also seen improvements in the ratios of male to females within the salary ranges, when we have reviewed this further, we can see that 46 people have been promoted or changed their roles, 43% were female. Where their bonus structures have changed this has also been part of the reason our bonus pay gap has reduced. Whilst we are showing a positive trend, we recognise that we still have fewer women in more senior highly paid positions.

We also experience low levels of staff turnover and believe this reflects positively on our culture and working environment for all staff.

We have also reduced our bonus pay gap, this is in part due to our recruitment and development activities as highlighted above. We also recognise that in 2017 a number of our senior male leaders were paid bonuses for multi-years which influenced the figures, we believe the gap at 61% is more representative of our actual bonus pay gap.
What is Landmark doing to address its gender pay gap?

We are committed to reducing our gender pay gap, however we feel that it is important to acknowledge that the pay gap cannot be closed overnight.

A key factor in this will be the need to have greater female representation in STEM related roles, which will ultimately require an increase in females studying these subjects in education. We are continuing to actively work with our recruitment partners to identify female STEM talent when roles are advertised. We have also employed a female Talent Acquisition Specialist who is working with local educational establishments to support the improvement of diversity of applicants for STEM roles.

We have been reviewing the way that we advertise roles and ensuring they are more attractive to females and we are looking into engaging with specialised Women in STEM recruitment agencies as well.

We use skills based interviews and have mixed gender recruitment panels for all roles and look to short list women, based on skills and experience, for all roles, but more specifically in STEM roles.

We have two internships this year within IT who started in the summer of 2018, of which one is female.

Salary is determined by role and closing the pay gap will require a long-term view. We will continue to regularly monitor and carry out salary benchmarking across all roles to ensure we pay equitable salaries irrespective of gender.
We are continuing to review personal training, development and career progression plans that aim to promote talented women within our business, as well as identifying opportunities to hire new female talent into our organisation at every opportunity.
We have an established Job Families structure within our IT organisation which provides greater transparency around opportunities and the skills required to progress for all employees. We are looking to implement this for our Commercial organisations in 2019.

We are very supportive of flexible working requests to either reduce working hours or working from home where the role permits this and we have seen 20% more employees working flexibly compared to 2017. We are open minded about how we can support our staff to create the working environment to maximise their full potential. We have been reviewing our maternity leave policy to ensure we are providing support to women to return to work from leave.

We also recognise the importance that our management teams play in influencing our culture and drive for equality in all that we do. We run a number of training sessions for our line manager on a regular basis, all of which are targeted at developing their leadership knowledge and skills to support our business and people. All of our programmes have been developed to advocate and embrace diversity in all its guises.

We feel it is important to consult with our people on this topic and will share our Gender Pay Gap results with all staff, inviting them to both contribute thoughts and suggestions on what we can do to improve our approach to addressing our imbalance.

In addition to the above activities, we are actively exploring the creation of a Global Inclusion and Diversity network. This will be focused on diversity in its broadest possible meaning. We plan to introduce this during the next calendar year.

We will continue to update our people on any initiatives in this area via our company briefings and email communications.
Supportive of flexible working requests to either reduce working hours or working from home where the role permits this and we have seen 20% more employees working flexibly compared to 2017.
Declaration

This is our Landmark report for the snapshot date of 5th April 2018 and the figures set out above have been calculated using the standard methodologies used in the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017.

I, Julia Lovell, HR Director, Landmark Information Group, confirm that the information in this statement is accurate.

Julia Lovell

Date: March 2019