Gender Pay Gap Report
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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
Hello

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.

At Landmark Information, as of 5th April 2017, our workforce was made up of 68% males and 32% females. While this may be reflective of our industry, we acknowledge that there are actions we can take to address this balance. We are committed to reviewing our approach to hiring, developing and supporting all of our staff with the goal of creating a diverse workplace where all employees irrelevant of gender, race, disability or sexual orientation can thrive.
Setting the scene

In April 2017, the government announced that it requires all UK companies with over 250 or more people to report on their Gender Pay Gap. Landmark Information, part of Landmark Information Group, employs over 350 talented individuals and this report relates to this specific part of our business.

The Gender Pay Gap is the difference between the average earnings of all male and female employees in the workforce. It is different from equal pay, which is ensuring that males and females receive equal pay and benefits for doing similar work or work of equal value.

At Landmark, we do not believe we have an equal pay issue and we ensure that everyone is paid the same for broadly similar work or work of equal value.

We believe that everyone should be judged on their talent, gender is just one aspect of diversity and we are fully committed to a fair and equal environment for everyone.
Our Gender Pay Gap figures

The difference between male and female pay

<table>
<thead>
<tr>
<th></th>
<th>Mean</th>
<th>Median</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hourly pay gap</td>
<td>28%</td>
<td>32%</td>
</tr>
<tr>
<td>Bonus pay gap</td>
<td>72%</td>
<td>22%</td>
</tr>
</tbody>
</table>

The proportion of males and females receiving a bonus payment

Females: 92%
Males: 90%
The proportion of males and females in each pay quartile

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

Our organisation and our workforce are 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. It is heavily male dominated and this is still evidenced in the educational choices made by today’s students. This is not an excuse, and we accept the challenge of striving to bring about change and promote greater representation of women across all roles and particularly our leadership teams.

When we further analyse our employee population we see that males dominate our IT and Sales sectors with more of a balance in Customer Service. Our HR, Compliance, Finance and Product teams have a greater proportion of females.
We have a more equal proportion of men and women at our entry level roles across technical, customer services, sales, and finance and can assume that we are attracting and retaining men and women alike within these roles at Landmark. We also experience low levels of staff turnover and believe this reflects positively on our culture and working environment for all staff.
Our pay quartiles show that we had fewer women in more senior highly paid positions and our gender pay gap figures reflect this.

We have a more equal proportion of men and women at our entry level roles across technical, customer services, sales, and finance and can assume that we are attracting and retaining men and women alike within these entry level roles at Landmark. We also experience low levels of staff turnover and believe this reflects positively on our culture and working environment for all staff.

However, we know that in the past year we recruited 62 people of which 69% were male, 31% female. We believe this reflects that 71% of our vacancies were specifically in STEM related roles.
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 will continue to work with our recruitment partners to identify female STEM talent when roles are advertised.

From an IT internship perspective, we have two people confirmed for 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 will look at 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 continue to actively support all staff progress within Landmark Information, with the introduction of Job Families for our IT organisation being a great example of providing greater transparency around opportunities and the skills required to progress. We are very supportive of flexible working requests to either reduce working hours or vary work patterns where the role permits this. We are open minded about how we can support our staff to create the working environment to maximise their full potential.
We recognise the importance that our management teams play in influencing our culture and drive for equality in all that we do. We have run a number of training sessions for our line managers, 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.

This year we also implemented a recruitment training program for our line managers to ensure their approach is consistent towards building a diverse workforce, unbiased in relation to gender and focussed on recruiting the right knowledge and skills for our business.

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 will continue to participate in appropriate networks and forums focused on diversity in its broadest possible meaning.

We will continue to update our people on any initiatives in this area via our company briefings and email communications.
Declaration

This is our Landmark report for the snapshot date of 5th April 2017 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.

Date: March 2018