

2017 Gender Pay

4 April 2018

2017 Gender pay gap: Summary

The statutory Gender Pay Gap Reporting analysis, which is provided in accordance with statutory reporting requirements, illustrates the gap between male and female employees of Savills (UK) Limited and Savills Management Resources Limited, collectively ("Savills"). Savills gender pay gap is strongly influenced by the fact that we are part of an industry that has historically attracted fewer women than men, with the result that there are now more men than women at senior level. Addressing this imbalance is a key focus for Savills and we believe that we have made significant progress over the last few years to improve diversity in our business. In particular:

- 52% of Savills employees are female
- 38% of Savills RICS members are female (compared to RICS overall where only 14% of RICS members are female)
- 50:50 recruitment of graduates
- 41% of promotions to Director for 2017 were female and over 50% at Associate Director and Associate.

We have also introduced a number of key initiatives to further improve our gender diversity. These include:

- Unconscious bias training
- Diversity working groups
- Coaching and mentoring programmes
- Shared parental leave paid equally for both parents
- Improved maternity leave policy
- Wellbeing and Mindfulness programmes
- Family friendly policies to support training and coaching for managers, going on maternity and paternity leave and returning to work successfully after maternity leave.
- Since our return to work maternity coaching programme both pre and post leave, we have seen a rise in female directors returning to work from 10% to 95% over three years.

It should be noted that gender pay reporting does not compare people in the same roles or take into account their performance in role and therefore is not a measure of equal pay. However, we are confident that we pay all employees equally for carrying out a comparable role within the business.

Savills is committed to issues of diversity beyond gender and our approach is subject to continuous review. As a service industry our people are our best asset and we want to invest in and support our best people in order to provide the best service to clients.

We have made good progress on diversity over the past few years and we are committed to continuing to improve going forward.

I confirm that the information contained in this report is accurate.

A handwritten signature in black ink, appearing to read "Mark Ridley".

Mark Ridley, CEO, Savills UK & Europe

2017 Gender pay gap: Savills UK

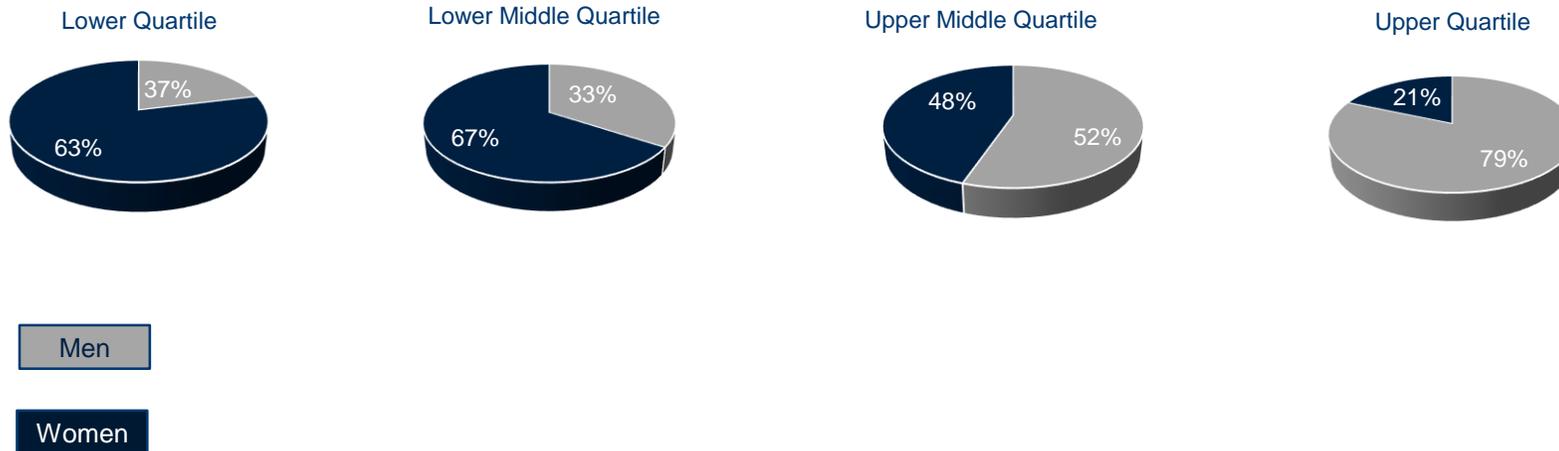
Pay and Bonus Gap

The table below shows the mean and median gender pay gap based on pay and bonus paid. The pay is a snapshot at the 5th April 2017 and the bonus paid is the 12 month period up to 5th April 2017.

Difference between men and women		
	Mean	Median
Pay	39%	37%
Bonus paid	79%	69%

Pay Quartiles

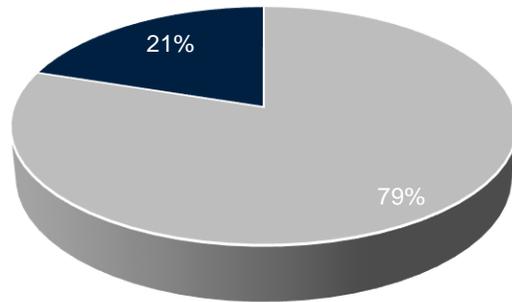
These charts illustrate the distribution of male and females across each quartile, containing 1320 employees.



2017 Gender pay gap: Savills UK

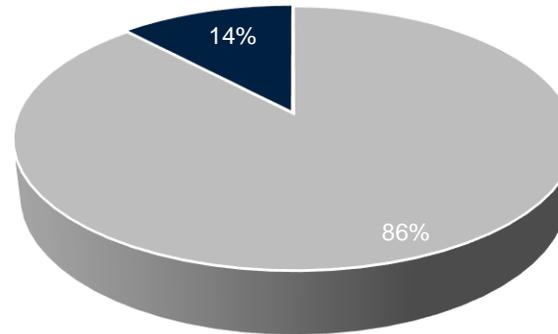
Proportion of Employees Receiving a Bonus

Female



- Bonus
- No Bonus

Male



- Bonus
- No Bonus

2017 Gender pay gap: Savills (UK) Limited

Pay and Bonus Gap

The table below shows the mean and median gender pay gap based on pay and bonus paid. The pay is a snapshot at the 5th April 2017 and the bonus paid is the 12 month period up to 5th April 2017.

Difference between men and women		
	Mean	Median
Pay	45%	44%
Bonus paid	82%	82%

Pay Quartiles

These charts illustrate the distribution of males and females across each quartile, containing 1045 employees each.

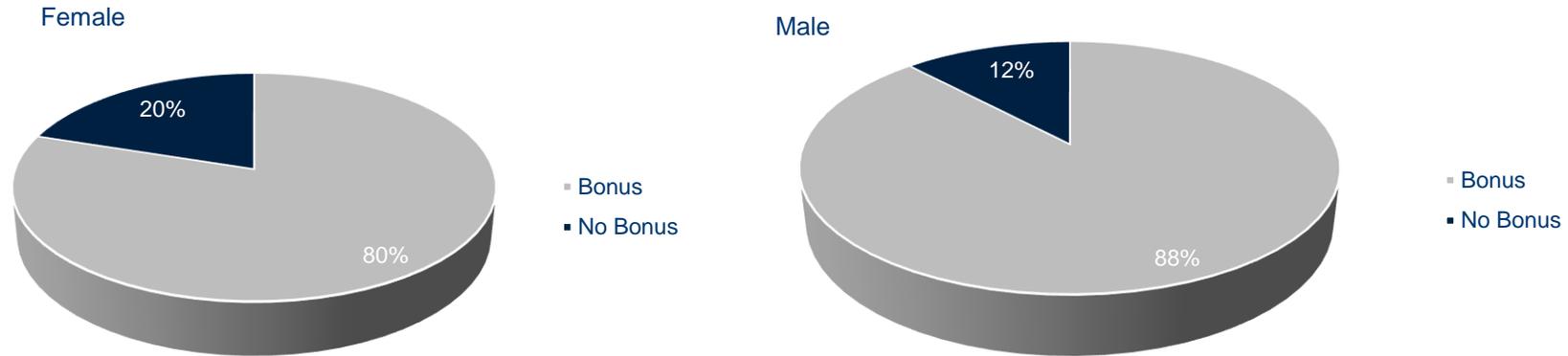


Men

Women

2017 Gender pay gap: Savills (UK) Limited

Proportion of Employees Receiving a Bonus



2017 Gender pay gap: Savills Management Resources Limited

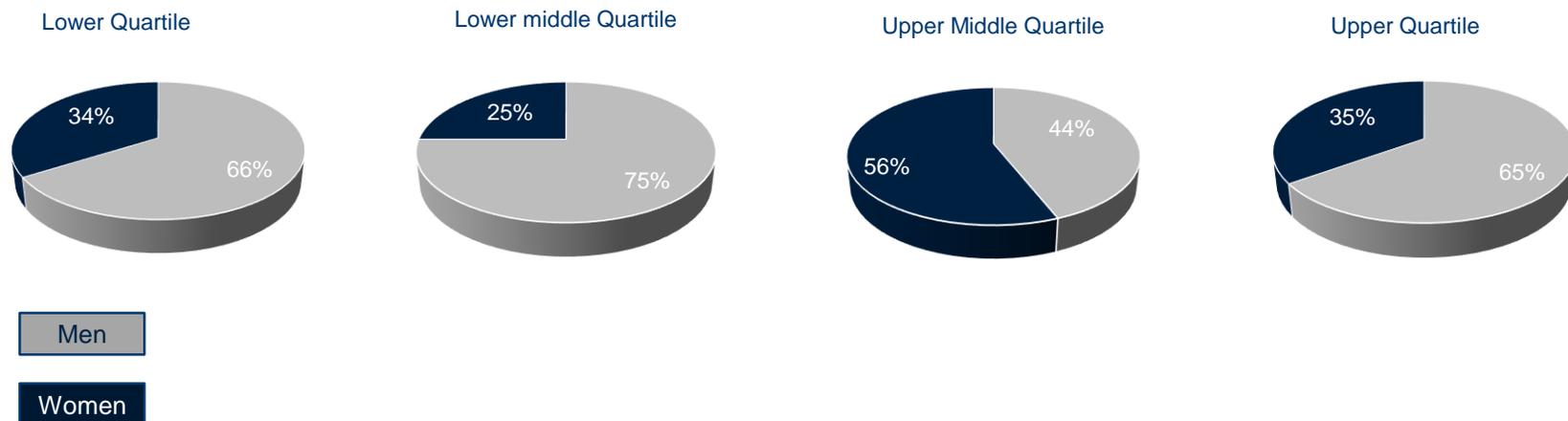
Pay and Bonus Gap

The table below shows the mean and median gender pay gap based on pay and bonus paid. The pay is a snapshot at the 5th April 2017 and the bonus paid is the 12 month period up to 5th April 2017.

Difference between men and women		
	Mean	Median
Pay	-1%	-16%
Bonus paid	5%	-4%

Pay Quartiles

These charts illustrate the distribution of males and females across each quartile, containing 320 employees each.



2017 Gender pay gap: Savills Management Resources Limited

Proportion of Employees Receiving a Bonus

