

e.surv

Chartered Surveyors



2024 Gender Pay Gap Report

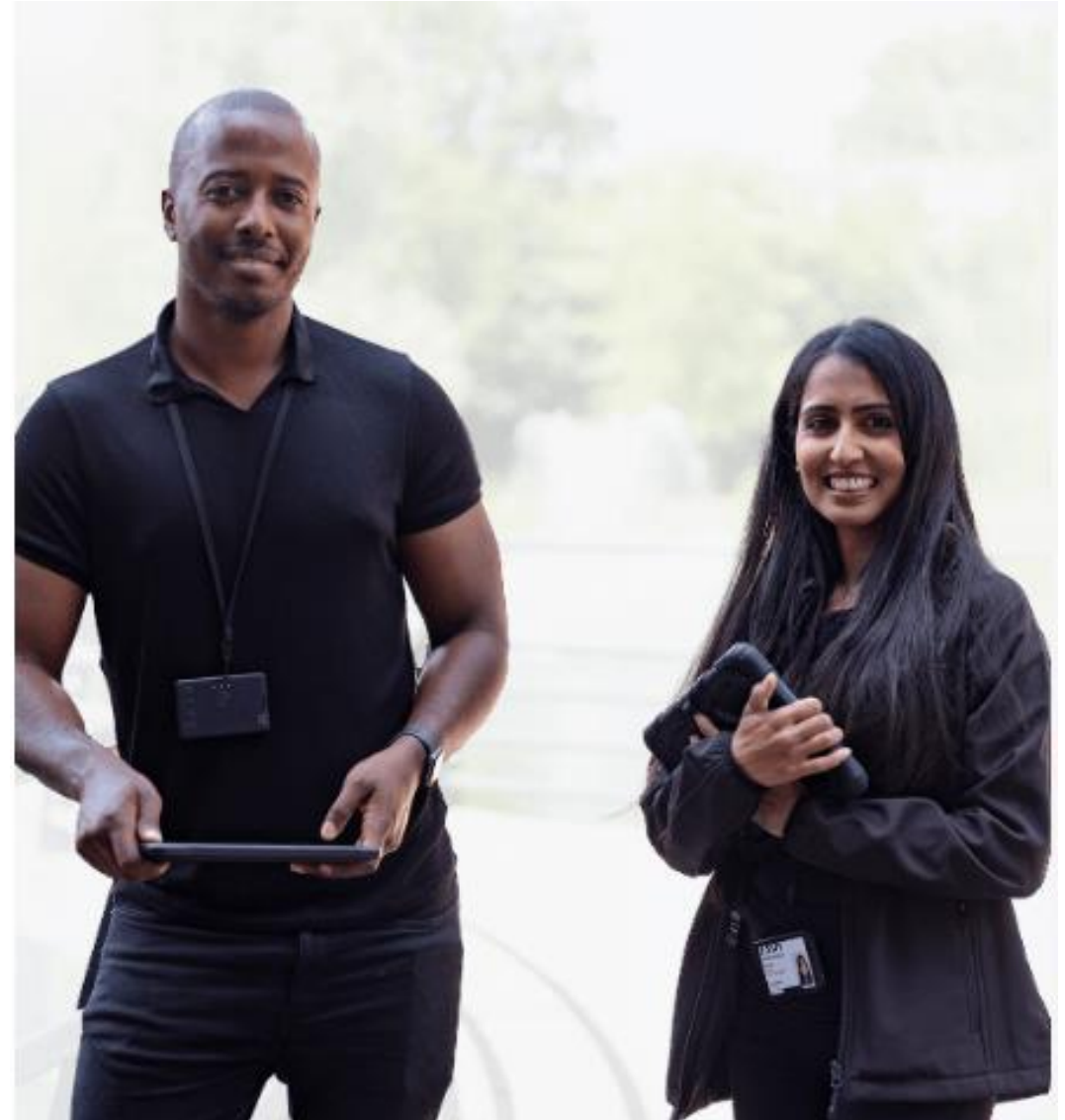
Fairness, equality and inclusion are important to us

Our Gender Pay Gap results

At e.surv we are committed to fostering an inclusive, diverse, and fair workplace. We recognise the importance of gender pay gap reporting as a key tool in understanding the representation of men and women in our business and ensuring that everyone has equal opportunities to succeed.

The gender pay gap represents the difference in average earnings between men and women across the organisation, regardless of role or seniority. It is not a measure of equal pay, which relates to men and women being paid equally for carrying out the same or equivalent work.

This report details our gender pay gap figures for the snapshot date of 5 April 2024, in line with government reporting requirements.



Understanding our Hourly Pay Gap

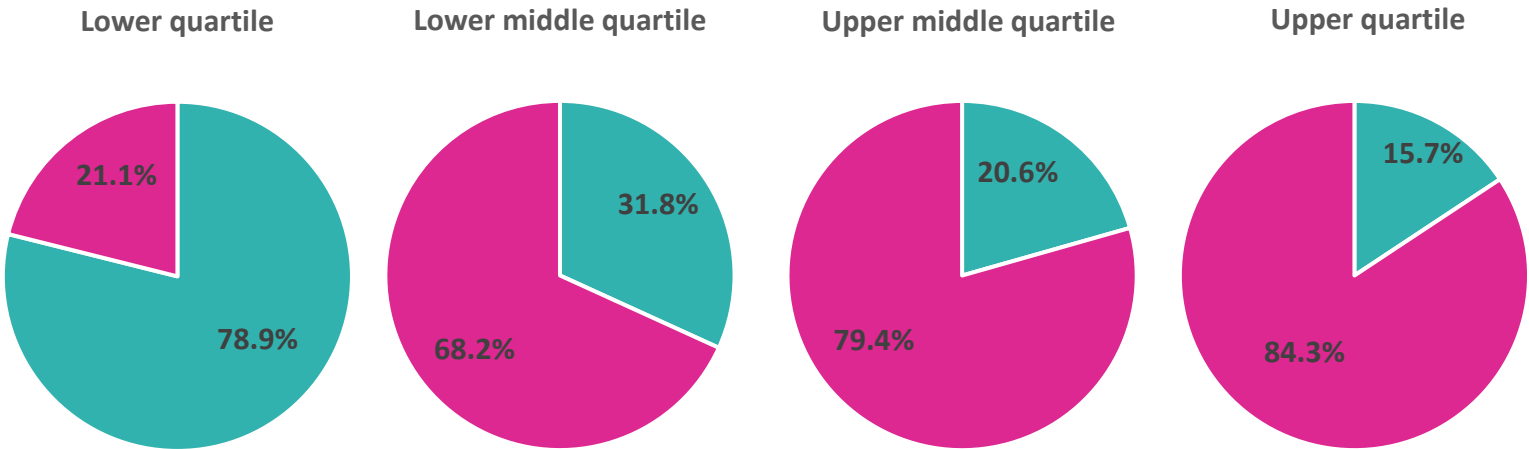
Difference between men and women

Mean	Median
35.0%	53.4%

As of 5 April, our workforce comprises of 36% women and 63% men, with colleagues working across various roles, from residential surveyor positions to specialist and administrative roles within our support functions.

Pay Quartiles

Female Male



The image above illustrates the gender distribution across four equally sized quartiles, each containing 223 colleagues.

We recognise there is a gender pay gap within our organisation and understand this is influenced by the historical underrepresentation of women in senior and Operational Surveying roles, a challenge that reflects wider industry trends.

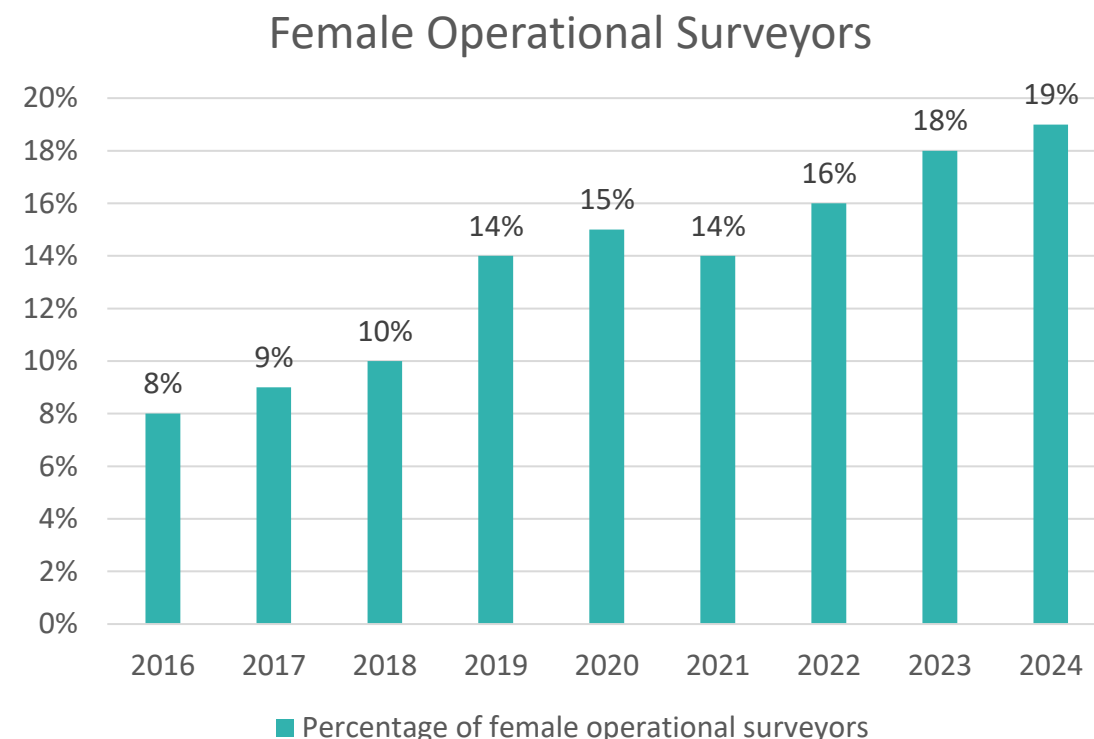
It is important to highlight that whilst there is a lower number of females in senior roles, and a lower number of men in more junior positions, there are no differences in rates of pay or pay structures between males and females performing the same role. To address this gap, we are actively working to create pathways for career progression and increase female representation in surveying.

Increase in female Operational Surveyors

We recognise the importance of addressing gender imbalances within the surveying profession. We recognise our largest cohort of colleagues within e.surv are Occupational Surveyors, who are mostly males. To support our female colleagues, we have implemented targeted initiatives aimed at increasing female representation in operational roles. These efforts include structured training programs, mentorship opportunities, and recruitment strategies designed to attract and retain female talent.

The proportion of female Operational Surveyors has seen a positive upward trend in recent years. Since 2016, when women made up just 8% of Operational Surveyors, we have steadily increased this figure. By 2022, female representation had doubled to 16%, and this upward trajectory has continued.

In 2024, the percentage of female Operational Surveyors has reached 19%, reflecting the ongoing success of our initiatives which reinforces our commitment to fostering a more gender balanced workforce.

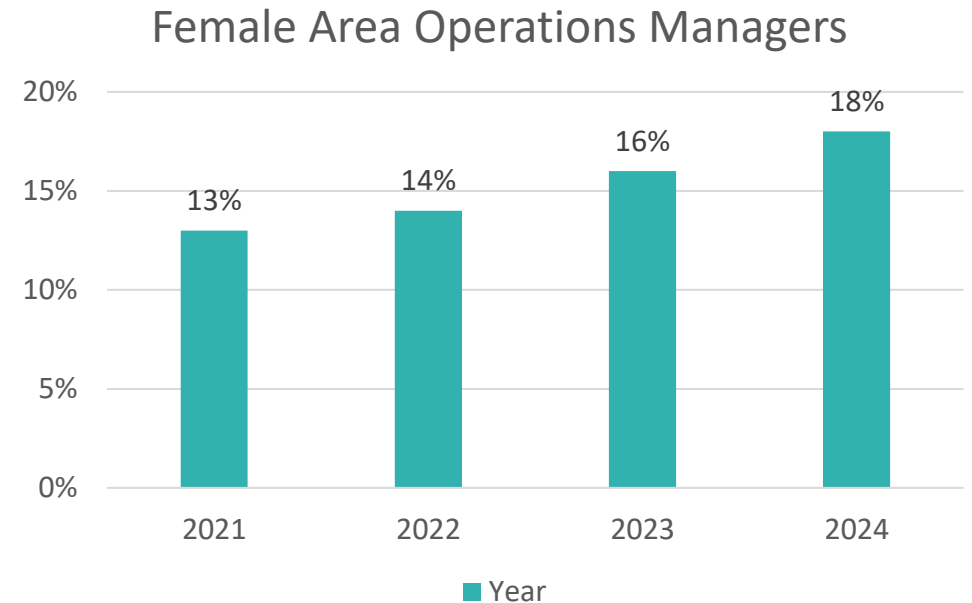


Progression into Area Operations Manager roles

Advancing female talent into leadership positions is another important component of our strategy to reduce the gender pay gap.

We are pleased to highlight the promotion of women into Area Operations Manager roles. Over the past four years, we have seen an encouraging increase, starting with 13% of females in this role, increasing by a further five percentage points by 2024 (now 18%). This increase shows more women are advancing within e.surv, supported by training and development initiatives.

Whilst we are pleased to be making progress, we will continue to make further improvements to ensure we are achieving greater balance at senior levels.



Understanding our Bonus Pay Gap

A key factor influencing the bonus gap is the distribution of roles within e.surv. A significant proportion of our workforce consists of Operational Surveyors with the opportunity to earn a bonus or incentive in addition to their basic salary. This role is mostly held by men, while women are more frequently employed in support functions where bonus and commission structures differ. This has naturally led to a higher concentration of male employees receiving bonuses and at higher values.

Encouragingly, we are pleased to report over the past three years, the mean and median bonus pay gap has narrowed, however we recognise that market volatility will continue to influence bonus distribution in the near term.

We understand there is further opportunities for improvement, and we are committed to reviewing our bonus structures to ensure they are fair and transparent.

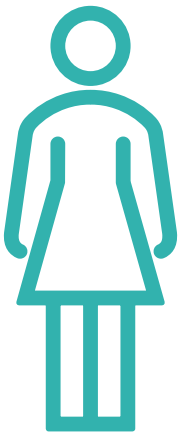
Difference between men and women

Mean	Median
55.8%	45.9%

Proportion of employees awarded a bonus



Out of 581 male employees 69.7% received a bonus



Out of 341 female employees 51.9% received a bonus

Embedding our Living Responsibly Priorities

At e.surv, we are committed to fostering a fair, diverse and inclusive workplace, with our Living Responsibly priorities guiding efforts to address gender pay disparity and support colleagues growth.

Diversity, Equity & Inclusion

We are taking active steps to promote gender balance and remove barriers to progression, by:

- Continuing to develop and refine our colleague-led networks to promote and facilitate dialogue on gender equality through our I&D, communities and colleague-led forums.
- Conducting regular reviews of our pay and progression policies to ensure fairness and ensuring all colleagues are paid at least the Real Living Wage (RLW).

Wellbeing and flexible working

We understand that flexibility is important in supporting career progression, our key initiatives include:

- Strengthening our flexible and hybrid working policies to provide greater support for career development.
- Equipping managers with the necessary skills and resources to support colleagues through pregnancy, maternity leave, and pregnancy loss, including a dedicated pregnancy tool kit.
- Strengthening mental health support through Mental Health First Aiders and Employee Assistance Programmes to ensure all colleagues have the resources they need to thrive.



Embedding our Living Responsibly Priorities

Leadership development and career progression

We are dedicated to removing barriers to career progression and ensuring all colleagues have access to opportunities for growth; we are:

- Expanding leadership development programmes tailored to supporting female career progression.
- Strengthening our internal talent pipeline to promote a more diverse leadership team.
- Providing learning and development opportunities to all colleagues.

Further information on these priorities and our progress can be found in our Living Responsibly Report.



Summary

While our gender pay gap figures remain largely unchanged from 2023, we are encouraged by the steady increase in female Operational Surveyors and their progression into management roles. However, there is still work to be done, particularly in ensuring greater representation in senior leadership.

We remain committed to ongoing initiatives that will help us achieve a more balanced and fairer workplace for all colleagues.

I confirm the data reported is accurate.

A handwritten signature in black ink, appearing to read 'Steve Goodall', written in a cursive style.

Stephen Goodall

Managing Director, e.surv

12 March 2025