

MONTAGU EVANS BELIEVES IN... DIVERSITY, EQUITY & INCLUSION.

2023 ANNUAL REPORT



IT'S A PLEASURE TO PRESENT OUR 2023 DE&I ANNUAL REPORT.

Montagu Evans's mission is to be the UK's foremost property consultancy for our clients' planning and development challenges. Our business is owned and run by partners who are leaders in their respective fields and who are committed to quality work that benefits our clients, the built environment and society as a whole.

Our business strategy is founded on the key principles of Ambition (what we want to achieve), Legacy (why we are doing this) and Leadership (how we are going to get there). Our approach to diversity, equity and inclusion (DE&I) encompasses all three of these principles and recognises DE&I as not merely a business case, but also the right thing to do. As a values-led partnership, it's a pleasure to share the progress made since our last update in September 2022.

We know all businesses have a responsibility to contribute to society and positively impact the communities in which they operate, and our approach to DE&I is rooted in our desire to address challenges with honesty and respond with authenticity. Whether it's achieving DE&I for our people or delivering DE&I to our clients and communities, our business ethos is to provide our services in a sustainable and accountable way, with purpose and not merely profit in mind.

I am proud of the achievements highlighted within this year's DE&I Report, while also recognising we can never be complacent about those achievements in continuing to ensure diversity, equity and inclusion are a part of everything we do.



ROB BOWER (HE/HIM)
MANAGING PARTNER



OUR **DE&I** VISION...

AT MONTAGU EVANS, WE BELIEVE THAT DIVERSITY OF REPRESENTATION MAKES US A STRONGER AND MORE SUSTAINABLE BUSINESS, NOT ONLY FOR OUR FUTURE BUT TO BETTER REFLECT OUR CLIENTS AND THE DIVERSE SOCIETY AROUND US.

WE BELIEVE IN REMOVING BARRIERS THAT PREVENT PEOPLE REACHING THEIR POTENTIAL AND WE ARE COMMITTED TO FOSTERING A SENSE OF TRUE BELONGING, ENABLING OUR PEOPLE TO THRIVE.

WE ARE COMMITTED TO BECOMING A LEADING EMPLOYER THAT EMBODIES AND CHAMPIONS THE VALUES OF DIVERSITY, EQUITY AND INCLUSION IN EVERYTHING WE DO.

WHAT ARE WE DOING?

Since our 2022 DE&I Annual Report we continue to make strides in creating an inclusive working environment where all our people can thrive. Montagu Evans recognises that to be the best property advisor in the UK for clients with planning and development challenges, we must strive to achieve diversity, equity and inclusion (DE&I) for our people, deliver DE&I to our clients and communities, and to ensure these inclusion objectives are carried out sustainably and with accountability.

WE ARE WORKING HARD TO DELIVER ON THESE COMMITMENTS AND THIS REPORT SETS OUT OUR PROGRESS SO FAR.

LET US SHOW YOU HOW...



LEADING POSITIVE CHANGE

DISABILITY CONFIDENT EMPLOYER



Montagu Evans were delighted to be recognised in 2023 as a Disability Confident Employer, having been awarded Level 2 of this accreditation after our initial Level 1 recognition in 2022. We're focused on disability inclusion in recruiting, retaining and developing employees living with disability, to ensure they feel valued and appreciated for their contributions and wherever they are located within the business.

RACE AT WORK CHARTER



Montagu Evans is a proud supporter of the Race at Work Charter, which asks businesses to make a public commitment to improving equality of opportunity in the workplace. The original Charter contained five calls to action to improve race equality, inclusion and diversity in the workplace and since 2021 has contained an additional two commitments, including allyship and focusing on inclusive supply chains. As a responsible business also taking steps to become an anti-racist organisation, Montagu Evans remains committed to tackling barriers that ethnic minority staff face in recruitment and progression.

MENTAL HEALTH CHARTER



In 2023 we were proud to become members of the Mental Health Charter and are currently Bronze members. The Mental Health Charter is a social movement changing the way people think and act about mental health challenges, supporting leaders in work and in communities to deliver change, helping people with lived experience of mental health challenges to stamp out stigma. Our DE&I and HR teams are working together with advisory input from our Enable:ME internal network to ensure our mental health and wellbeing offering continues to evolve and become market leading.

DIVERSE LEADERS PLEDGE



In 2023 Montagu Evans celebrated signing the built environment's Diverse Leaders Pledge. Led by New London Architecture, the pledge forms part of our ongoing commitment to making the built environment more diverse through recruitment, progression and advocacy. The pledge is action-focused and ensures we commit to an equitable, transparent recruitment process and closing our gender and ethnicity pay gaps. It's also a call to action to improve diversity of representation, for example with the firm having signed up to the Future of London Speaker pledge, as we seek to platform diverse voices for the debates within our industry.

MENOPAUSE WORKPLACE



We're a proud signatory to the Menopause Workplace Pledge and are committed to providing comprehensive support and guidance for employees experiencing the impact of menopause, with a focus on training, awareness, access to external resources and breaking down the stigma surrounding this important workplace issue. In 2023 we've worked with industry experts and in alignment with British Standards Institute (BSI) guidance to continually develop and revise our policy and best practice approach to menstruation, menstrual health and the menopause, including perimenopause.

LEADING POSITIVE CHANGE

SOCIAL MOBILITY PLEDGE

As a committed supporter of the Social Mobility Pledge, social mobility is at the heart of our purpose as a business within the built environment. Montagu Evans is proud to have been recognised on the 'Honour Roll' at the UK Social Mobility Awards, celebrating best practice, innovation, excellence and achievement in how organisations are run in this country. In 2023 our approach has targeted practical measures of addressing workforce inequality, with Montagu Evans proud to have provided 12 paid work experience placements, each lasting between one and four weeks, specifically for the benefit of our local schools and communities.



ARMED FORCES COVENANT

Montagu Evans is delighted to honour the Armed Forces Covenant and support the Armed Forces Community. We recognise the value serving personnel, both Regular and Reservists, Veterans and military families contribute to our business, our society and our country. In addition to our commitment under the Covenant, we are proud recipients of the Defence Employer Recognition Scheme Bronze Award and are actively engaged in advocating for equality and inclusion for the Armed Forces community.



**"A CULTURE THAT CULTIVATES
PERSONAL DEVELOPMENT AS
WELL AS A COLLABORATIVE
APPROACH."**

**ANONYMOUS FEEDBACK FROM OUR 2022
STAKEHOLDER ENGAGEMENT SURVEY**



OUR COMMITMENT TO SOCIAL VALUE■■■

IN 2022 AND 2023 WE INVESTED IN DEDICATED DE&I AND SUSTAINABILITY LEADS WITHIN THE BUSINESS AND HAVE BEEN BUSY IMPLEMENTING A RANGE OF INITIATIVES FOR THE BENEFIT OF OUR PEOPLE, OUR CLIENTS AND THE WIDER COMMUNITY.

DELIVERING ON DIVERSITY

As a partner of We Rise In, a start-up focus on creating opportunities for and enhancing the careers of Black professionals, we've again provided opportunity for our senior leadership to be reverse mentored by Black real estate professionals to improve the quality of our insights into racial inclusion. The first edition of this programme was very successful in enabling the reverse mentees to have difficult conversations around race at work, with the current cohort also receiving anti-racism coaching alongside the We Rise In programme itself. The provision of anti-racism coaching for the mentees is an essential investment in ensuring we bring the learnings 'back into the business', demonstrating our commitment to improving racial and cultural inclusion both within Montagu Evans and our wider industry.

The third edition of our Women's Leadership Programme, which commenced in June 2023 and is supported by Oak Consultants, has been instrumental in raising the profile of high potential female talent and helping them to become changemakers within the firm. We have now supported 41 women through this flagship talent development programme and in 2023 have emphasised a coaching and 'sponsorship' focus, enabling our women leaders to become more visible and empowered, with increased transparency around the promotion pathway.

Our new Women's Empowerment listening sessions run within each department and are open to all women, which is also helping to inform the wider partnership about gender specific challenges women face both at the firm and within the built environment sector as a whole.

DELIVERING ON DIVERSITY

Our Early Careers Strategy continues to be an area of focus and in 2022/2023 we moved to a Selection Day format (away from two-stage interview process), having designed our new graduate recruitment experience as a collaborative exercise taking into account the feedback from industry experts, candidate experience and the expertise of our own HR, L&D and DE&I teams. The Selection Day introduced each candidate to a wider assessment format and ensured that a variety of assessors were able to meet and opine on each candidate, which also enabled us to reduce systemic bias and take better account of individual support needs and adjustments.



We're once again working with the Disability Connect Mentoring Service on its reverse mentoring programme to embed disability inclusion awareness into all aspects of our employee life cycle and improve our 'disability confidence' as a business. The first cohort

of reverse mentoring was exceptionally insightful for the mentees, drawn from all areas of the business and dedicated to making meaningful changes across all aspects of recruitment, retention and equitable promotion of our people.

DELIVERING ON INCLUSION AND SUPPORTING OUR PEOPLE

Montagu Evans were delighted to be recognised as "leading the way" and an 'Exemplar' of LGBTQ+ inclusivity by the 2023 Estates Gazette LGBTQ+ Attitudes & Actions in Real Estate Survey, an accolade reserved for a limited group of standout firms that received multiple nominations for their inclusion efforts in this space. We are honoured to be recognised for our ongoing inclusion efforts and our ME:Pride internal network continues to be instrumental in ensuring our LGBTQ+ staff and allies shine brightly, showcasing the positive actions we take, uplifting our role models and sharing our journey so that others can follow.

We continue to review our family-friendly policies (including maternity, paternity, adoption and shared parental leave) to ensure we remain attractive and competitive in the market – and indeed an 'employer of choice' supporting all our people as they navigate the challenges of balancing work alongside parenthood. These policies are also incorporated into our Partnership Deed to ensure parenthood is not a barrier to becoming either a salaried or profit-sharing partner.

In addition to our 'Working with Respect' training provided by Byrne Dean, in 2022 we introduced 'Inclusive Leadership' training for people managers to ensure the way we work together is inclusive to all and reflective of our diverse talent. We have continued to provide such training, including dedicated 1-1 coaching, to reflect our belief that inclusive leadership increases cultural competence, itself essential for the creativity and innovation characterising how we address our clients' planning and development challenges.

We continue to work closely with Daniel Brooke and his team from Neurodiversity Specialists alongside leveraging the lived experience within our Enable:ME business advisory network, to implement our bespoke training, awareness and support package to raise understanding and neurodiversity inclusion throughout the firm.



We've again rolled out 'Mental Health First Aid' Training, offered by dedicated trainers Point3 Wellbeing, to a further cohort of staff to raise mental health awareness throughout our business and equip more of our people with practical skills to support

employees who may be experiencing mental ill health or distress. We now have 24 dedicated, trained Mental Health First Aiders who also provide our people, as part of our wellbeing strategy, with opportunity to talk freely and confidentially, peer-to-peer and in a safe space for our dedicated 'coffee and chat' sessions.

DELIVERING ON OUTREACH AND TALENT DEVELOPMENT

We are proud to be members of the award-winning 'Pathways to Property', a key initiative led by the Reading Real Estate Foundation at Henley Business School, enabling students in secondary education in UK state schools and colleges to find out more about a career in the property sector. Montagu Evans is always on hand to participate in the annual summer school event as well as hosting work experience students each year. We were pleased to support and attend the return of the outstanding summer school programme in 2023, with staff from Montagu Evans taking part in a 'meet the industry' event, as well as facilitating student debates and advising students on potential careers in the property sector.

In 2023 Montagu Evans were delighted to once again support the 10,000 Interns Foundation as one of the first firms to participate in the new 10k Able Interns programme. We supported two interns through this exceptional scheme, which has further increased our 'disability confidence' and complemented our participation in disability reverse mentoring for senior people managers in the firm. The inaugural scheme was such a success, that we're seeking to increase our pledge for the 2024 programme!



We remain a proud supporter of 10k Black Interns and were pleased to welcome three individuals onto our summer 2023 internship through the programme. Montagu Evans recognises the value of our participation in such an important inclusion initiative that genuinely changes lives – and we're looking forward to welcoming more interns in 2024!

As part of our ongoing commitment to charitable giving, Montagu Evans is partnered with Habitat 4 Humanity and Ronald McDonald House, with both our English and Scottish offices able to contribute to our charitable partnerships. As a property consultancy that cares about people, legacy and spaces in which



people live, work, communicate and connect, we are keen to support charitable causes that share our values. Our staff also benefit from a paid volunteering day each year, so they too can give back to causes close to their hearts.



DELIVERING FOR THE BUILT ENVIRONMENT

We are delighted that our pay gap reporting for 2022 showed our gender pay gap in the 'upper quartile' (the most senior roles) has decreased to 25.86% because we have successfully retained, promoted and recruited more women in senior roles across the business. In April 2022 we had 56 Salaried Partners (which excludes profit sharing partners/owners of business) of which 28.5% are women, compared to 18% in 2021. We expect to see a continued increase in the number of women being promoted to the partnership, and are proud to report 66% of our fee-earning women were promoted from Associate to salaried Partner in 2023, up from 33% in 2022.

We still have work to do to close the gap, but this is a positive sign that our initiatives are having impact and that senior leadership recognises gender parity is a workplace (and not merely a woman's) issue. We are confident that men and women are paid equally in equivalent roles across the business, but continue to work hard to address the gap, which is driven by the generational legacy of senior, higher-paid male roles within our partnership. [Please find a link to our latest Gender Pay Gap Report here.](#)

As a corporate partner of Real Estate Balance, which has highlighted gender, ethnicity and social mobility as key challenges within our industry, Montagu Evans is a proud signatory to the Real Estate Balance 'CEO Commitments'. These commitments, originally launched in 2017, updated in 2019 and currently undergoing another evolution – represent best practice among senior leadership within the real estate industry and we were pleased to be an integral part of the roundtable discussions leading to modernised commitments reflecting our shared aims within the industry.

Montagu Evans, represented by our Head of Diversity, Equity and Inclusion, was delighted to be selected as a DE&I Lead for the ongoing RICS 'inclusive standards' industry-wide project, due to be published in Q4 2023. The purpose of the Inclusive Standards work is to provide guidance or advice to firms within the built environment on how they can encourage a more equitable and inclusive culture, focusing on sharing examples of successful practice and including practical case studies.

As a corporate partner of the market-leading BAME in Property network, Montagu Evans was honoured to host the inaugural 'senior leaders roundtable' session attended by the network's corporate partners. These inspiring sessions are dedicated to coming together, discussing common issues regarding our respective racial and cultural inclusion efforts and most importantly, collaborating with a view to discussing best practice solutions and formulating tangible action plans.

"THE PARTNERSHIP CULTURE FOSTERS A SPIRIT OF COLLABORATION, WITH SHARED PURPOSE AND GOALS AND A REAL FOCUS ON EMPLOYEE WELLBEING."

ANONYMOUS FEEDBACK FROM OUR 2022 STAKEHOLDER ENGAGEMENT SURVEY

THE REACH ACADE

AND THE MONTAGU EVANS BURSARY

Our dedicated talent development and outreach programme 'Reach Acade:ME' was launched in 2022, providing specialist support to students from Years 10 to 13, incorporating mentoring, work experience and providing guidance about careers in real estate as well as skills development. For 2023 we've partnered with Young Professionals, a leading network enabling young people to accelerate their careers through apprenticeships and work experience. As a result of this partnership, Montagu Evans offers bespoke work experience and skills development programmes to cohorts of Year 10 and Year 12 students, with support offered all the way through Year 13 and beyond through becoming a Reach Acade:ME alumni.

In addition, we continue to offer our highly commended Montagu Evans Bursary, originally introduced in 2018, set up in memory of two partners, Gary Forster and Geoff Davey. The Bursary provision currently enables two students from Kingston University to receive generous financial and non-financial support with their property studies and also includes ongoing mentoring and work experience with the firm. Montagu Evans is also a supporter of ELEVATE at Kingston University, their award-winning accelerator programme which gives Kingston's Black students access to professionals, opportunities and a student community, so they can successfully compete in the competitive jobs market.

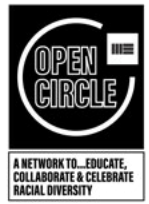
CELEBRATING OUR EMPLOYEE SUPPORT NETWORKS

AS AN INTEGRAL PART OF OUR DIVERSITY, EQUITY AND INCLUSION STRATEGY AT MONTAGU EVANS, EACH OF OUR EMPLOYEE SUPPORT NETWORKS PROVIDE A SAFE SPACE AND ENCOURAGE OPEN DIALOGUE TO EDUCATE, COLLABORATE AND CELEBRATE IN RESPECT OF THE LIVED EXPERIENCES OF ITS MEMBERS, WITH SUPPORT FROM ALLIES AND EXECUTIVE SPONSORS.

Montagu Evans recognises the 'business critical' role of our employee support networks in helping to shape and improve our culture, by tapping into the knowledge and passion of their members and allies. We're proud that our networks continue to go from strength to strength and the lead members of each are represented on the firm's DE&I steering committee, itself the most diverse committee within the firm and responsible for implementing our diversity, equity and inclusion strategy.

OPEN CIRCLE

Open Circle is our internal network advocating for racial and cultural heritage inclusion and equality of all minority ethnic employees. Established in 2021, Open Circle exists to provide a safe space, while implementing an action plan advocating for minority ethnic representation within senior and leadership roles at Montagu Evans. The network takes a leading role in Race Equality Week, South Asian Heritage Month and Black History Month also, having presented faith-focused training and inclusion sessions, as well as dedicated lunch & learns led by brilliant educators such as Aisha Suleiman, Abi Adamson and Hannah Litt.



ME:PRIDE

ME:Pride is our internal network advocating for LGBTQ+ inclusion and equality within the firm and celebrates the identities of the LGBTQ+ community everywhere. Established in 2021, ME:Pride exists to encourage an authentically inclusive environment where LGBTQ+ staff can truly bring their whole selves to work. The network also takes a leading role in events such as LGBT History Month and Pride Month, arranging social events and insightful lunch & learns, including hosting the fantastic Max Siegel, the influential trans and queer activist and educator.



ENABLE:ME

Enable:ME is our internal business advisory network advocating for inclusion and belonging regarding disability, neurodiversity, mental health and long-term health conditions. It was established in 2022 in response to the firmwide need for greater awareness around often 'invisible' conditions and in recognition of Montagu Evans' aspiration to be more disability and wellbeing inclusive. The Enable:ME network works closely with the DE&I and HR teams, has hosted events for Disability Pride Month among others and also advises on the firm's wellbeing strategy.



MONTAGU EVANS

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**IF YOU'D LIKE TO KNOW MORE ABOUT ANY ASPECT
OF THIS YEAR'S REPORT, PLEASE CLICK BELOW
TO CONTACT:**

WARREN STAPLEY

HEAD OF DIVERSITY, EQUITY AND INCLUSION

THE DE&I TEAM

MEMBERSHIPS

The firm are proud members of:

