

At Savills, we believe that creating a diverse, inclusive environment that reflects the clients we serve is fundamental to achieving excellence in our business. We recognize that the most effective way to address the complex needs of our clients is to build diverse teams of professionals who bring their own unique perspective to the client engagement.

Diversity is one of the core values that makes up the Savills culture and inspires the creative problem-solving that defines our identity. Much of the firm's success can be attributed to our efforts to embrace the uniqueness of our people.

We recognize that diversity encompasses a broad range of characteristics, including but not limited to gender, age, race, national origin, religion, political affiliation, marital status, disability, geographic background, sexual orientation and family relationships. As a part of the firm's commitment to diversity, Savills is a corporate member of Catalyst, the nation's leading nonprofit organization that works to expand opportunities for women in business. Savills is also a premier lead sponsor of CREW (Commercial Real Estate Women) Network. CREW Network is the industry's foremost business networking organization dedicated to advancing the achievement of women in commercial real estate. Savills is a partner with MacMunnis, a Minority and Women Owned Business Enterprise (MWBE) small business, which supports our lease administration services.

The firm continues to advance this commitment to diversity in numerous ways, including:

WORKFORCE DIVERSITY

Savills seeks to attract, develop and retain outstanding employees and leaders who reflect our diverse client base. Savills is committed to creating a work environment where all employees feel respected, valued and encouraged to contribute to the success of the company. We fill entry- to senior-level positions through a range of sources, including traditional hiring, outreach to universities and sponsorship of international candidates. We recruit exceptionally talented professionals spanning the diversity spectrum which broadens our collective understanding of our clients' needs, enabling us to serve them better.

PROACTIVE TRAINING

To continue to support the advancement of women and minorities, the firm is committed to training programs related to human resources issues, such as managing unconscious bias in the talent review process and intercultural competence in hiring.

VENDOR DIVERSITY

Savills strives to build business relationships with a diverse vendor community. Our goal is to support Minority- and Women-Owned Business Enterprises by engaging them directly and by fostering collaboration between MWOBs and our other vendors and business partners.

CIVIC AND SOCIAL COMMITMENT

Savills encourages its workforce to participate in civic and community organizations. Our professionals support and host dozens of local and national charitable organizations through generous contributions of their time as volunteers, donors and board members.

EVENTS AND AWARENESS

Our BID (Building Inclusivity and Diversity) Group regularly hosts speaker and panel-discussion events for our employees and clients to encourage awareness and constructive dialogue regarding diversity and inclusion.

FEMALE LEADERSHIP

Female professionals serve in a number of our firm's most important leadership roles, including:

- **Lisa Davidson**, Vice Chairman, Board Member
- **Ann Duncan**, Executive Vice President, Occupier Services, Board Member
- **Susan Kurland**, Head of Retail Services
- **Heidi Learner**, Chief Economist
- **Carol Mc Nerney**, Senior Vice President, Chief Marketing Officer
- **Hether Smith**, Senior Vice President, Branch Manager (Philadelphia)
- **Kelly Winn**, Executive Vice President, Co-Branch Manager (Dallas)
- **Tiffany Winne**, Vice Chairman, Board Member, Designated Broker (Phoenix)
- **Janet Woods**, Executive Vice President, Board Member, Northeast Region Lead
- **Lois Zambo**, Vice Chairman, Co-Regional Manager (Washington, DC)

Over the past year, 30 percent of new hires have been women, reflecting a significantly higher percentage than the industry as a whole.

AWARDS AND RECOGNITION

Savills plc was recently awarded the **RICS Inclusive Employer Quality Mark** and is listed on the **Stonewall Diversity Index**. In 2018, Savills CEO, North America, Mitchell Steir joined 400 CEOs to sign the **CEO Action Diversity pledge** led by PwC.