2025

Diversity & Inclusion Report














INCLUSIVE TOP50 UK EMPLOYERS 2025/26

12th MOST INCLUSIVE EMPLOYER

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Our D&I strategy

A MESSAGE FROM OUR CEO

Creating a workplace where everyone feels valued, respected and able to fulfil their potential is a personal priority for me. While we have made good progress, we know there is more to do. We remain fully committed to building a more diverse and inclusive Savills, where opportunity is open to all and everyone feels they belong. This commitment is fundamental to our culture, our values and our long-term success.



JAMES SPARROW
CHIEF EXECUTIVE OFFICER, SAVILLS UK & EMEA

WATCH OUR D&I VIDEO
Discover how we are building a culture where everyone can thrive.



HOW DO WE ACHIEVE OUR VISION?

ATTRACT

We will attract the most diverse talent at all stages of their career from all backgrounds

DEVELOP

We will develop our diverse talent, ensuring clear career paths with no glass ceilings

LEAD

We will lead by example with our most senior leaders setting an inclusive culture

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2025 D&I REPORT

Our Progress

ATTRACT

We want our workforce to better reflect the communities we serve and to ensure talent from all backgrounds can see a future at Savills. Through partnerships, outreach activity and inclusive recruitment practices, we continue to work towards broadening access to careers in property.

WHAT WE DID:

Expanding access to the property industry

We continued to support students and career changers through our relationships with organisations including Pathways to Property, Changing the Face of Property and 10,000 Black Interns. We also participated in careers fairs, including the Gen Z Club Real Estate Conference, and hosted events designed to support underrepresented groups considering a career in property. During Black History Month, we held a dedicated careers event to help students and graduates from non-white backgrounds navigate the application process.

Investing in future talent

Our Future Talent programmes remain a key focus, helping us attract apprentices and graduates from a wider range of backgrounds. We also continue to develop our Virtual Work Experience Programme, which achieved official accreditation in 2025, providing participants with recognised learning and a valuable introduction to the industry.

Embedding inclusive recruitment

We continued to strengthen our recruitment processes to ensure they are fair, accessible and inclusive. This included blind screening, structured competency-based interviews, accessible application routes, the ability to request workplace adjustments throughout the recruitment process, and recruitment training for hiring managers. We also maintained partnerships with organisations such as the Career Transition Partnership to support military veterans into civilian careers.



APPRENTICESHIP AWARDS 2025

IMPACT

+1236%

INCREASE IN GRADUATE APPLICANTS FROM NON-WHITE BACKGROUNDS.

55%

OF APPLICANTS THROUGH TEAM TAILOR WERE FROM NON-WHITE BACKGROUNDS.

54%

OF OUR GRADUATES AND APPRENTICES, ARE STATE SCHOOL EDUCATED, 48% ARE WOMEN, 21% ARE FROM NON-WHITE BACKGROUNDS AND 23% HAVE DECLARED A DISABILITY.

53%

OF APPLICANTS THROUGH TEAM TAILOR WERE WOMEN.

88

STUDENTS HAVE COMPLETED THE SAVILLS VIRTUAL WORK EXPERIENCE PROGRAMME, WITH THE 2025 COHORT BECOMING THE FIRST TO RECEIVE AQA-ACCREDITED CERTIFICATES.

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DEVELOP

Our Develop pillar focuses on ensuring all colleagues have the opportunity to grow, progress and succeed at Savills. We continue to invest in inclusive learning, development opportunities and targeted support for underrepresented groups, helping to build a diverse pipeline of future leaders.

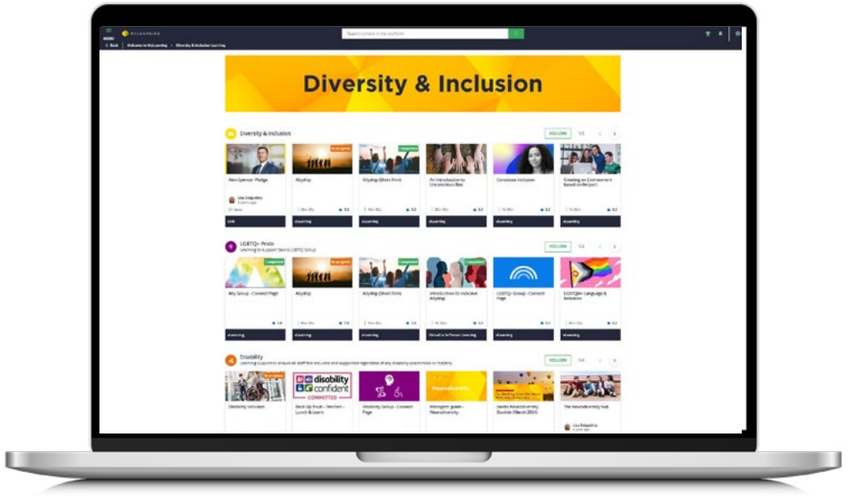
WHAT WE DID:

Built inclusion capability across the business

We continued to invest in D&I learning and development, creating opportunities for colleagues to build their understanding of inclusion and their role in creating an inclusive workplace. This included launching a new D&I Back to Basics webinar and delivering sessions with Inclusive Employers on inclusion and courageous conversations.

Developed tailored learning opportunities

Our D&I groups worked closely with colleagues to understand where additional support was needed and developed training based on colleague feedback. This included the launch of “How to Talk About Race at Work” by the Ethnicity Group and “Beyond Labels: LGBTQ+ Inclusivity at Savills” by the LGBTQ+ Group.



Supported career progression

We continued to support the progression of high potential candidates through female Associate Director drop-insessions, external mentoring opportunities and leadership development programmes. Colleagues participated in initiatives including the Circle Partnership mentoring scheme and We Rise In leadership programme. We strenghtened support for all colleagues via our extensive learning platform, introducing programmes such as “Presenting with Impact”.

Strengthened inclusive leadership

Through our People Management 101 programme and wider D&I learning offer, we continued to equip managers with the skills and confidence to lead diverse teams and create inclusive working environments.

IMPACT

2,500+

UK COLLEAGUES COMPLETED D&I-RELATED LEARNING MODULES.

22,522

D&I-RELATED E-LEARNING COMPLETIONS WERE RECORDED ON THE MY LEARNING PLATFORM DURING THE YEAR.

500+

COLLEAGUES PARTICIPATED IN THE INCLUSION ALLIES PROGRAMME.

57%

OF COLLEAGUES PROMOTED DURING 2025 WERE WOMEN.

26%

FEMALE DIRECTOR REPRESENTATION INCREASED FROM 22% IN 2022 TO 26% IN 2025.

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LEAD

Inclusive cultures are created through leadership. Our Lead pillar focuses on ensuring inclusion is embedded into decision-making, supported by senior leaders and championed throughout the business and wider property industry.

WHAT WE DID:

Embedded D&I within business leadership

D&I remains a standing agenda item at Executive Committee meetings, helping ensure progress, priorities and key issues were regularly reviewed at the most senior level of the business.

Strengthened colleague engagement

We continued to support our D&I Groups, employee networks and Inclusion Allies programme, creating opportunities for colleagues to contribute to inclusion activity, share experiences and help shape our culture. During the year, the Age Group evolved into the Intergenerational Group following colleague feedback, helping broaden its appeal and purpose.



EMPLOYEE NETWORK AWARDS

Listened to colleague feedback

Alongside our bi-annual employee survey, our D&I Groups and Networks continued to facilitate surveys, focus groups and coffee roulettes to better understand colleague experiences and identify opportunities for improvement. Insights gathered through these channels help inform priorities and future actions.

Led beyond Savills

We continued to collaborate with clients, industry bodies and peer organisations to share best practice and drive positive change across the real estate sector. This included participation in cross-industry working groups and speaking opportunities at major industry events such as MIPIM.

IMPACT

#12

RANKED IN THE INCLUSIVE TOP 50 UK EMPLOYERS 2025/26.

1 in 3

COLLEAGUES IS NOW INVOLVED IN A D&I GROUP OR EMPLOYEE NETWORK.

95%

WOULD RECOMMEND SAVILLS AS A GOOD PLACE TO WORK.

89%

OF COLLEAGUES AGREE THAT SAVILLS SUPPORTS DIVERSITY AND INCLUSION.

93%

OF COLLEAGUES AGREE THEY ARE TREATED WITH DIGNITY AND RESPECT.

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Communications

To bring everyone on the D&I journey requires good communication.

In 2025, we utilised our internal and external channels to keep colleagues informed and engaged with D&I, including our website, intranet, newsletters, direct emails to groups and PC lockscreens. Our external content generated 934,244 impressions, an increase of 53% from 2024, with engagement also growing across our website.

COMMUNICATION IN NUMBERS:

35
INTRANET ARTICLES IN 2025

934,244
SOCIAL MEDIA IMPRESSIONS IN 2025

4,866
WEBSITE TOTAL VIEWS

5,867
TOTAL INTRANET VIEWS ON D&I HOMEPAGE

1,745
VIEWS ON TOP D&I ARTICLE

Events

Bringing people together to celebrate and educate on different cultural and religious dates and occasions helps people feel like they belong in our organisation.

We hosted many events in 2025, including fundraising for charities, collaborative client events for Black History Month, regional panels, an awards ceremony for our apprentices, Manchester Pride, panels celebrating Disability History Month, and events exploring social mobility. Our D&I groups, supported by their employee networks, continue to create opportunities for colleagues to get involved.



DISABILITY HISTORY MONTH

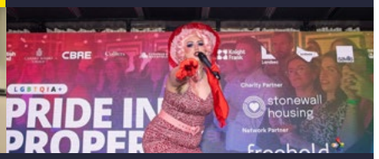
27
REGIONAL EVENTS



SOUTH ASIAN HERITAGE MONTH


BLACK HISTORY MONTH


SOCIAL MOBILITY DAY



PRIDE IN PROPERTY

60
EVENTS HELD ACROSS SAVILLS



MAY MOTIION CHALLENGE

3,450+
ATTENDEES AT OUR EVENTS

*while we have tried to be as accurate as possible with our numbers, the numbers showcased are the events managed centrally. We expect that there will be more events and attendees across our Savills offices than reflected here, which happened as part of business-as-usual activity

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2025 D&I REPORT

Our Data

Measuring our progress

1 WORKFORCE DATA

	Private school	State school
School attended	39%	61%

	Men	Women
Gender	47%	53%

Non-white background	13%

2 BUILDING A MORE DIVERSE LEADERSHIP TEAM

	2025	2026
Female Directors	22%	26%

	2025 position
Associate Directors from non-white backgrounds	9%
Directors from non-white backgrounds	5%

2026 TARGETS

AS SET BY OUR UK EXCO AND PLC

28%
Female Directors

14%
Associate Directors from non-white backgrounds

6%
Directors from non-white backgrounds

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Progress against our targets

	PROGRESS AGAINST TARGET	RAG
ATTRACT	State school target achieved **(target 50% state school educated)**	●
	Non-white background future talent target achieved **(target 18% non-white background)**	●
	48% female graduates and apprentices **(target: 50%)**	◐
	Disability Confident **Level 2 (target: Level 3)**	◐
DEVELOP	Female Directors: **26% (target: 28%)**	◐
	Associate Directors from non-white backgrounds: **9% (target: 14%)**	◐
	Directors from non-white backgrounds: **5% (target: 6%)**	◐
LEAD	**98%** manager D&I training completion **(target: 100%)**	●
	Sexual Orientation **"Prefer Not To Say"** reduced to **6% (target: 9%)**	●

WHAT THE DATA TELLS US

Future talent targets have largely been achieved

Our apprenticeship and graduate populations are now exceeding several of our representation targets, demonstrating the success of our outreach and attraction activity.

Women continue to progress into senior roles

Female Director representation has increased from 22% to 26% since 2022 and women represented 57% of promotions in 2025.

Ethnicity remains a key focus area

We continue to make progress but recognise that further work is required to achieve our 2026 leadership targets.

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Our D&I Groups



COLLEAGUES IN THE MANCHESTER OFFICE GETTING READY FOR PRIDE 2025

THE LGBTQ+ GROUP

- Sponsored ‘Pride in Property’, working with leading real estate firms to host industry celebrations for Pride.
- Pride received over 900 views on our intranet.
- The campaign received over 115,700 impressions on social media, with engagement of over 11,800.
- Local office Pride activity included Glasgow bake-off, Cardiff Pride parade and Southampton office Pride quiz.
- Internal hybrid event with former New Zealand rugby player, Campbell Johnstone.
- The Section 28 webinar hosted in partnership with EG, was attended by 140 people.



SAVILLS DISABILITY HISTORY MONTH EVENT 2025

THE DISABILITY GROUP

- 150+ colleagues attended an event to mark Disability History Month featuring a panel of colleagues discussing their lived experience with a hidden disability.
- Social media posts in connection with the event generated a total of 21k impressions.
- Savills disability network continued to support charities the Back Up trust and See Ability throughout the year.
- The Proud Voices campaign video received 21,153 views across LinkedIn.



BLACK HISTORY MONTH EVENT 2025

THE ETHNICITY GROUP

- Held a Black History Month Client Event in collaboration with RICS, Crown Estate, Grosvenor and Black Women in Real Estate, with 250+ attendees.
- Ethnicity Group ‘Highly Commended’ at the British Diversity Awards in the ‘Outstanding Ethnicity Network of the Year’ category.
- Launched a ‘How to talk about race at work’ training module, over 400 colleagues have completed the module.
- Hosted a career insight event for graduates, with 50 university students in attendance.
- Hosted two trainees from 10,000 Black Interns.

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INTERGENERATIONAL WEEK 2025

THE INTERGENERATION GROUP

Three coffee roulettes held in order to provide networking opportunities for colleagues spanning all ages and stages, 125 colleagues attended in total.

The Intergeneration Group, formerly known as the Age Group, relaunched during Intergenerational Week, to better reflect the refreshed aims and objectives of the Group.

630 colleagues viewed the Connect article relaunching the Group, and 900 colleagues enjoyed cupcakes with the refreshed Group logo.

Published two interviews with colleagues, receiving over 680 views on Connect.



INTERNATIONAL WOMEN'S DAY PANEL 2025

THE GENDER GROUP

The International Women's Day video achieved 317,145 impressions and 85,237 views on YouTube and LinkedIn.

Gender Pay Gap Report video generated 188 views internally.

Hosted two International Men's Day webinars titled 'Man Enough to Talk About It' and 'Men at Work: Breaking the Myths.'

Held a Circle Partnership Alumni event.

509 participants attended the International Women's Day regional panels across seven.



SOCIAL MOBILITY 'SNOWCIAL' WITH NETWORK MEMBERS

THE SOCIAL MOBILITY GROUP

48,345 LinkedIn impressions across 4 posts with 250+ attendees.

Led UKREiiF session with Rethink Food, addressing food insecurity and launching National School Pantry Network.

Achieved Gold Status in MoD Defence Employer Recognition Scheme; named in UK's Top 50 Employers of Veterans.

Social Mobility Group 'Highly Commended' at the Employee Network Awards in the 'Outstanding Employee Network' category.

Hosted two trainees from 10,000 Black Interns.

Hosted a Service Leavers event on Remembrance Day with positive feedback and attendees from across our service leavers network.

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