

CHRISTIE'S



# GENDER PAY GAP

REPORT 2025

# FOREWORD

Christie's aspires to be the employer of choice in the art world and offers a stimulating and rewarding work environment for all, whilst upholding the highest standards in employees' recruitment, development and promotion.



Georgina Hilton leads the 21st Century Evening Sale in New York

Former Apprentice and Christie's youngest auctioneer, Zack Boutwood

## RESPONSIBLE CULTURE AT CHRISTIE'S

Responsible Culture sits at the heart of our Corporate Strategy and encompasses our efforts to ensure we take a respectful approach to interactions and activities and do our best for our people, communities and environment. We focus our work across five pillars: Equity, Diversity & Inclusion; Sustainability; Restitution; Philanthropy; and Cultural Stewardship.

## THE GENDER PAY GAP

Gender equality in the workplace forms an important part of our Equity, Diversity & Inclusion strategy.

We remain confident that men and women at Christie's who perform the same or similar work, with similar experience and performance, are paid in line with each other. Christie's pay policies are gender neutral by design and through our rigorous processes and 'like-work' analysis, we are confident that salaries are calculated in a fair and consistent way. It is important to remember that gender pay is different from equal pay.

Approximately 70% of our workforce is female, which continues to influence our Gender Pay Gap numbers. We remain committed to putting in place initiatives to support our female workforce to progress through the organisation.

## OUR APPROACH TO ADDRESSING EQUALITY IN THE WORKPLACE

Our actions fall under the following key objectives:

- Ensure that all colleagues have equal opportunity to progress through the organisation and into our most senior roles, including client facing roles.
- Appeal to a wide, inclusive talent pool, in line with our commitment to open up the art world to those who may find it harder to gain access.
- Create meaningful training programmes that support our people through their career journey.
- Continuously review our policies globally to ensure that they support employees at critical career and life moments and help them to navigate challenges.
- Create opportunities for discussion and spaces for people to openly raise thoughts and share their perspectives to improve understanding of conscious and unconscious barriers to equal opportunities.
- Implement meaningful company-wide actions and make everyone feel accountable. Since 2022 all employees are asked to include an ED&I objective as part of the annual objective setting process.

Front Cover:  
Bridget Riley (B. 1931), *Daphne*, 1988, oil on linen, 65½ x 89¾ in. (165.6 x 228 cm.)  
Price Realised: £1,371,000. Sold in the 20th/21st Century London Evening Sale, 5 March 2025  
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## PROGRESS THIS YEAR

- Building on the New York experience, we launched a new reverse mentoring programme in London, giving senior colleagues greater visibility to the work and experiences of more junior team members.
- In the UK, we launched a new Eldercare benefit providing employees with access to guidance and support as an increasing number face challenges with ageing parents.
- We have extended our network of Mental Health First Aiders across regions to offer additional support and guidance for colleagues.
- Our multi-year plan to improve understanding and transparency around pay continued and this year we:
  - Started salary vacancy transparency for our most commonly recruited roles in the UK, Hong Kong and France, alongside Americas where it has been required since 2023.
  - We are running a second round of pay awareness sessions open to all employees, 'Let's Talk About Pay'.
- Our award-winning UK Apprenticeship scheme attracts entry level employees across departments. We are in the final stages of launching our dedicated UK Art Market Apprenticeship in collaboration with peers from across the industry.
- Education this year has focussed on the continuation of unconscious bias and navigating and managing a multi-generational workforce. Inclusive leadership also features heavily in our flagship management programmes.
- Training programmes to support our employees to progress into senior client facing roles, where the earning potential is higher, continued with a particular focus on women who have historically been underrepresented in these roles.
- This year, 327 women participated in our mentorship programme globally.
- We ran All Staff gatherings dedicated to Responsible Culture, to raise further awareness of how we can continue to build an inclusive environment for all.
- Our Augusta network in the UK and the Women's Leadership Network in New York arranged programming through the year (including in March for International Women's Day and Women's History Month). This year's programme included perspectives from our newly promoted CEO, insights from our female leaders in tech as well as external voices.
- We supported new partnerships through The Christie's Fund for the Arts, a key element in our work to open up the art world.

### ADDITIONAL STATISTICS

Alongside our gender pay gap numbers, we are pleased to have seen many of our female employees progress through the organisation in 2025, showing that the actions we have put in place are continuing to deliver positive outcomes.

- Through the year, globally 71 people were promoted, 73% (52 roles) of which were female (in line with the percentage of women in our workforce).
  - Of the 52 female roles, 28 (54%) were client facing
- Through the year, in the UK 19 people were promoted, 84% (16 roles) of which were female
- Through the year, globally 16 were promoted to Senior Manager level roles (or above), 68% (11 roles) of which were female.
- 51% of our auctioneers are female.



**Bonnie Brennan**  
Chief Executive Officer

'Christie's is committed to fostering a culture of respect, belonging and trust, and to creating equal opportunities for our employees, clients and visitors. This work is core to all aspects of our global business and includes creating a welcoming environment and a sense of community for all through recruitment, staff education, team development and more.'



**Sophie Carter**  
Global Head, Legal & Risk  
Co-Head, Global ED&I Committee

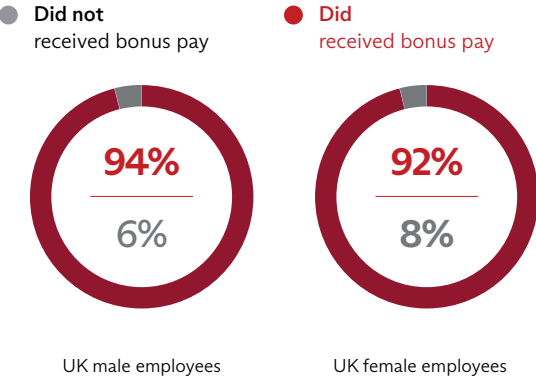
'We're really pleased that we are seeing sustained progress with our numbers over time. While we remain committed to supporting and championing our female workforce, our priority is to create a space where all our colleagues have an equal opportunity to thrive.'

THE GENDER PAY GAP

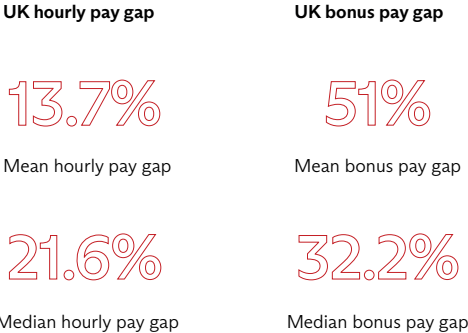


Since 2017, 168 individuals have participated in Christie's award-winning Apprenticeship programme

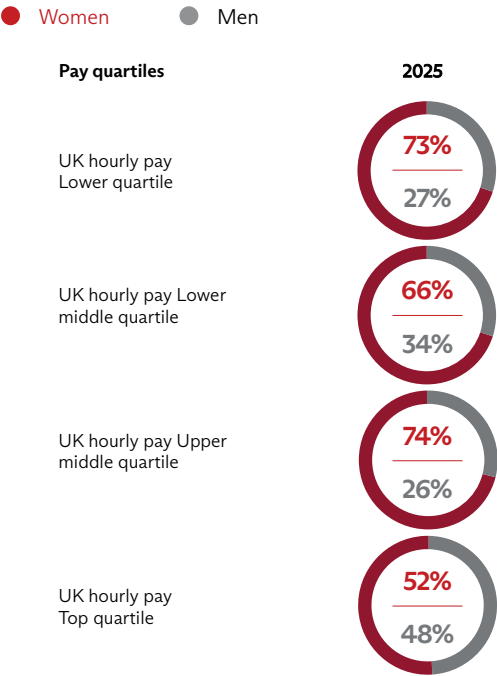
THE PROPORTION OF MEN AND WOMEN IN THE UK RECEIVING BONUS PAY



GENDER PAY GAP OF UK EMPLOYEES, AS OF 5 APRIL 2025



HOW MEN AND WOMEN ARE DISTRIBUTED ACROSS THE COMPANY IN THE UK, IN TERMS OF PAY



Christie's is committed to long-term initiatives supporting gender equality and continues to actively embrace ways to increase the number of women in senior, more highly paid roles. Our global executive team is personally committed to supporting ongoing actions and ensuring we are the employer of choice in the art market.

The information in this report relates to employees of Christie Manson & Woods Limited (our UK employing entity) on the UK government snapshot dates of 5 April 2025.

The ordinary pay gap relates to pay received in the month of April 2025.

The bonus pay gap includes all incentive payments received in the 12 months ending on 5 April 2025.

I confirm that the gender pay gap data in this report is accurate.

Simon James  
Global Head of Human Resources