

# ICBCS UK 2021 Gender Pay Gap Report

## Executive Summary

The 2021 report is reflected below. As in previous years, the analysis reflects a gender pay gap that is a factor of the structure of our workforce, where we have a lower number of women in senior roles and a higher number of women in functional support positions. We continue to monitor this data and our Equity, Diversity & Inclusion (ED&I) agenda is, amongst other things, focused on improving female representation in our workforce whilst acknowledging the medium to long-term focus that such change requires.

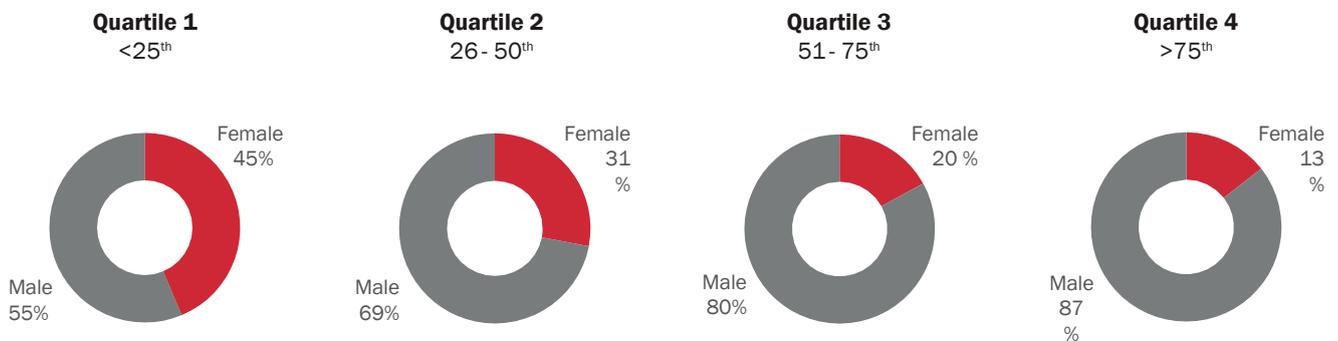
### Difference between men and women

	2020		2021	
	Mean	Median	Mean	Median
<b>Pay Gap</b>	27.8%	27.1%	26.7%	22.6%
<b>Bonus</b>	45.6%	28.7%	46.7%	31.4%

This table shows our mean and median gender pay and bonus gaps for 2020 and 2021. The figures for 2021 are based on compensation as of the year ended 5 April 2021.

### Proportion of males and females in each ordinary pay quartile

The ordinary pay quartiles below show the gender distribution across four equally sized quartiles, each containing approximately 150 employees.



### Proportion of males and females receiving a bonus

There was a 1% difference between the proportion of women and men being paid a bonus between April 2020 - March 2021.



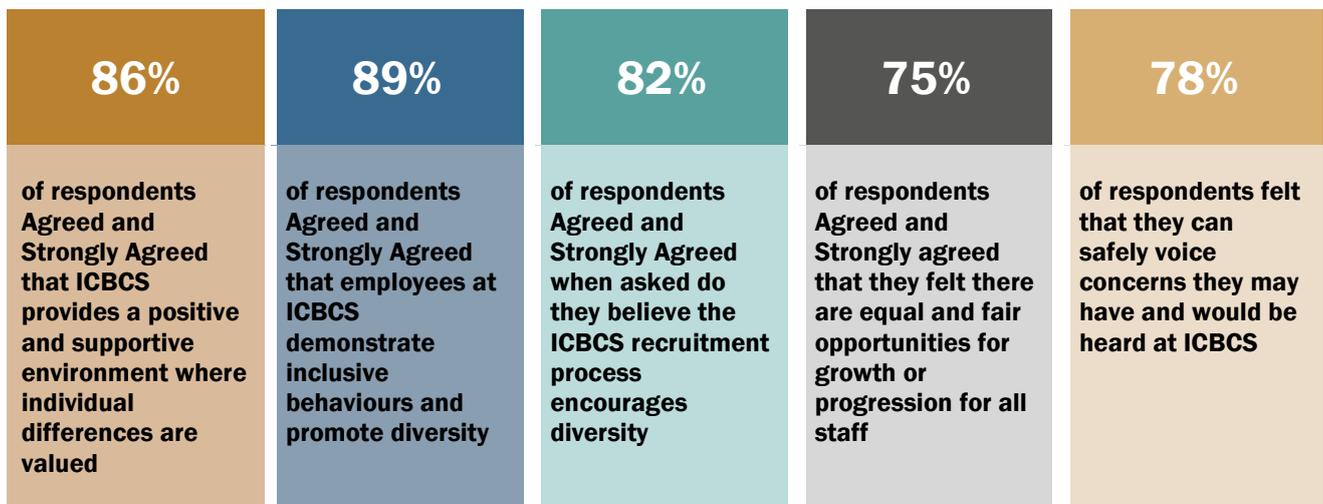
## ICBC Standard Bank and Equity, Diversity and Inclusion

ICBCS is committed to gender equality and a focus on equity, diversity and inclusion. Our ED&I vision statement is “Be Yourself, Succeed Together” which reflects a culture of inclusion that is open, transparent and values difference, enabling everyone to consistently achieve whilst being themselves.

In 2021, we continued to celebrate our cultural diversity, heritage and international workforce through our Staff Blogs and CSR campaigns. We worked to ensure that our E,D&I principles are reflected in Policies, Procedures and Training, including mandatory training on Hybrid Working principles for all staff and new joiners. We also focused on greater data transparency, by building our ED&I dashboard and reporting quarterly against this. Senior leadership also actively sponsored the acquisition of a diverse junior talent pipeline, through summer placements, internships and graduate schemes. Finally, we launched our inaugural Emerging Leaders Sponsorship Programme, designed to engage, grow and retain talent. The programme focused on high potential females in the context of our commitment to close the gender pay gap at more senior levels.

Through various staff feedback channels, our people tell us that we have an inclusive environment. This is a critical ingredient to making diversity count and something we are proud of.

### Our last ED&I survey, substantiated by recent feedback, indicated the following:



**Nicki Auret**



Head of Human Resources