

# ICBCS UK 2022 Gender Pay Gap Report

## Executive Summary

The 2022 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.

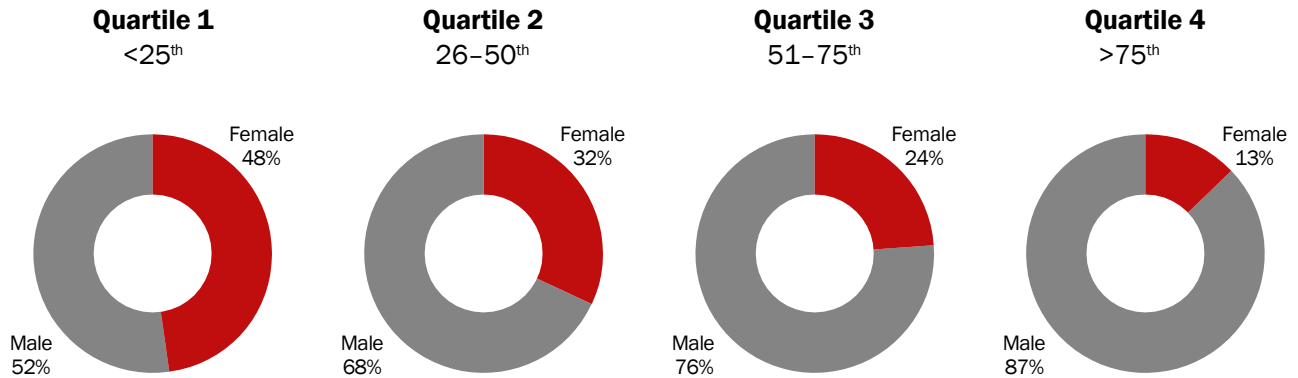
### Difference between men and women

	2021		2022	
	Mean	Median	Mean	Median
<b>Pay Gap</b>	26.7%	22.6%	28.9%	24.5%
<b>Bonus</b>	46.7%	31.4%	49.1%	39.2%

This table shows our mean and median gender pay and bonus gaps for 2021 and 2022. The figures for 2022 are based on compensation as of the year ended 5 April 2022.

## 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 2021 – March 2022.



## ICBC Standard Bank and Equity, Diversity and Inclusion

“Be Yourself, Succeed Together”. This statement encapsulates our vision for an inclusive Bank and illustrates the benefits of a diverse and inclusive culture.

There are over 43 nationalities represented in ICBC Standard Bank across all 3 regions that we operate in. We work actively to ensure that all employees feel that they have equality of opportunity and have a safe environment to celebrate their differences. In 2022, we continued to celebrate our cultural diversity, heritage and international workforce through our Staff Blogs and CSR campaigns. We ran a “Stand by Me” training offering which focused on equity, equality and allyship and we ensure that ED&I principles are embedded across all of our training and people lifecycle activities. We have anti-harassment and grievance or open-door policies in all of our locations, under which employees can raise any complaints or any issues, including in relation to discrimination.

Our senior leadership actively sponsor junior talent pipeline initiatives including summer placements, internships and graduate schemes. We also ran another successful Emerging Leaders Sponsorship programme in 2022 designed to engage, develop and retain our next generation of female leaders in the Bank.

We have focused on greater data transparency through the publishing of a quarterly ED&I dashboard. Female colleagues represent 35% of our total workforce, 33% at Senior Manager level and 17% at Director, Managing Director and Executive Managing Director level. We also value age diversity, with 16% of our employees aged under 30, 67% between 30 – 50 years old and 17% over 50 years old.

We feel it is vital that employees are compensated fairly for their work. Our policies prohibit discrimination based on gender, age, sexual orientation, race or religion. We are committed to our compliance with Equal Pay legislation, meaning that men and women are paid the same for performing work of equal value.

This report sets out our UK gender pay gaps for the year and we confirm that the information contained within is accurate.



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