



SOCIETE GENERALE GROUP

A photograph of a man and a woman in business attire walking outdoors. The woman is on the left, wearing a dark blazer over a green shirt, holding a bottle of orange juice. The man is on the right, wearing a dark blazer over a black shirt. They are both smiling and looking at each other. The background shows a modern building with large windows.

**EQUITY.
PARITY.
OPPORTUNITY.**

Gender Pay Gap report 2020

SG Kleinwort Hambros Bank Limited

WELCOME

A year widely described as unprecedented has challenged many of the old certainties of professional life – and shined an even brighter light on the issue of gender equity.

From disruption comes change. Our team has been working hard to support clients as they adapt to the challenges of COVID-19 – while we as a responsible employer have been focused on looking after our people and their families. But we’ve never lost sight of our ongoing commitment to foster equity, parity and opportunity for all.

This year’s figures are both a source of pride in the progress that we’ve made, but also a valuable reminder that there is plenty yet to be achieved.



Our legal entities

The statistics shown here cover SG Kleinwort Hambros Bank Limited (Kleinwort Hambros). For statistics relating to our other UK legal entities, Societe Generale London Branch (SGLB), Societe Generale International Limited (SGIL) and ALD Automotive Limited (ALD), please refer to their respective websites.

OUR 2020 GENDER PAY GAP

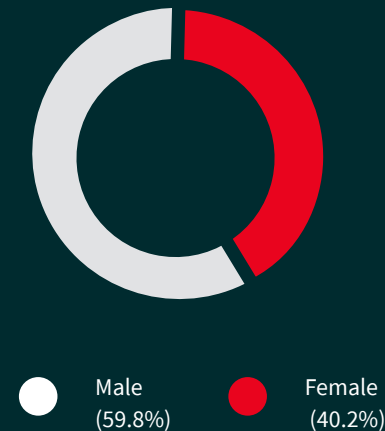
Gender Pay Gap

	Mean	Median
Hourly pay	21.1%	32.9%
Bonus	40.0%	45.5%

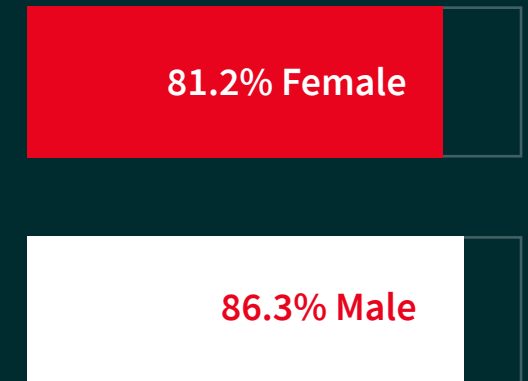
Pay quartiles

	Female	Male
Top quartile	27%	73%
Upper-middle quartile	28%	72%
Lower-middle quartile	54%	46%
Lower quartile	52%	48%

Employee population



Proportion receiving bonus



KEY TAKEAWAYS

2020 saw a welcome **year-on-year reduction in the gender pay gap** across all financial metrics: both mean and median for both pay and bonus.

Better representation of women in the upper quartile and more balanced representation in the lower quartile led to an **increase in the average bonus for women** (as those in higher quartiles generally receive a better bonus).

Overall, the results show a **further improvement on the statistics published last year** across the majority of data points.

The pay gap figures are correct as of 5 April 2020. The bonus gap figures relate to the 12 months leading up to this date.

We are fully committed to closing our Gender Pay Gap and we have a number of initiatives in place to help achieve this. To learn more about them please visit our [Gender Pay Reporting section](#) on our website.

MOVING FOWARDS INTO AN INCLUSIVE FUTURE.

Kleinwort Hambros is committed to playing a vital role in helping the UK move forward and thrive. And we believe the strongest foundation for that bright future will be a truly inclusive workforce comprising the richest talent available in every role and at every level.

People first. Client driven.

This is the essence of what we stand for as a bank.

Equity. Parity. Opportunity.

These will continue to be at the heart of who we are as a team.

We confirm that the data reported above is accurate.

Mouhammed Choukeir,
Group Chief Executive Officer,
Kleinwort Hambros

April 2021

