

CREATING BALANCE. ENABLING PROGRESS.

Gender Pay Gap report 2019

SG Kleinwort Hambros
Bank Limited



SOCIETE GENERALE GROUP



WELCOME

Kleinwort Hambros helps individuals, families, entrepreneurs, charities and their advisers to manage their financial assets. To understand our clients' different and changing needs, we need an expert team that is just as diverse as they are. So we're not just committed to fostering a balanced and inclusive workforce; it's at the very heart of our ambitions to create a more prosperous future for all.

Our latest Gender Pay Gap report is an opportunity to both share our progress and hold ourselves to account.

Inside you'll find:

- **our 2019 Gender Pay Gap figures**
- **a summary of what this means**
- **progress report on key gender initiatives**
- **'finding my balance' people stories.**

By creating balance and enabling progress, we seek to be a symbol of positive change in the financial services industry – and thrive as an organisation that realises the true value of its remarkable talent.



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 2019 GENDER PAY GAP

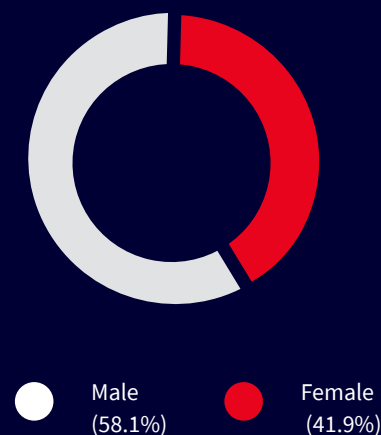
Gender Pay Gap

| | Mean | Median |
|------------|-------|--------|
| Hourly pay | 24.2% | 38.4% |
| Bonus | 41.3% | 50.0% |

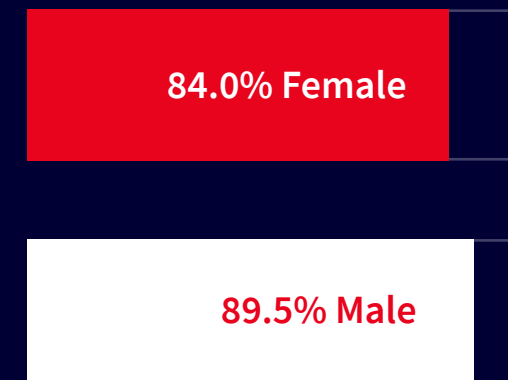
Pay quartiles

| | Female | Male |
|-----------------------|--------|------|
| Top quartile | 29% | 71% |
| Upper-middle quartile | 26% | 74% |
| Lower-middle quartile | 45% | 55% |
| Lower quartile | 67% | 33% |

Employee population



Proportion receiving bonus



The pay gap figures are correct as of 5 April 2019. The bonus gap figures relate to the 12 months leading up to this date.

Both our mean and median hourly Pay Gaps have improved slightly

(Mean: 2018: 24.8%, 2019: 24.2%)
(Median: 2018: 38.8%, 2019: 38.4%)

There has been an improvement in the fixed pay statistics, predominantly due to an increase in the overall proportion of women with a good distribution across the different levels of the organisation.

Our mean and median bonus Pay Gaps have both been reduced from last year

(Mean: -6.8%, Median: -10.0%)

The number of employees receiving a bonus is relatively stable, however due to the majority of senior positions being held by men, and a change in total bonus spend, the impact is larger on the male average than the female average (as senior positions receive on average higher bonus awards).

PROGRESS REPORT: BRINGING US TOGETHER, CLOSING THE GAP

Different lives. Different lifestyles. Different ways of working – and different responsibilities outside of work. That’s what diversity is all about. And that’s why in 2019 we introduced Connected Working for all our UK teams to make life at Kleinwort Hambros more flexible, supportive and personalised.

It’s good for our business, good for our clients and a great step for our Diversity & Inclusion strategy in attracting, engaging and enabling female talent. Colleagues can now adjust their core hours to support what’s important in their personal lives: whether that’s having a family, developing a new skill or simply pursuing a passion.

We’ve also doubled the additional holiday available as a flexible benefit from five days to ten, giving everyone the option of establishing the work/life balance that works best for them.



PROGRESS REPORT: ACTIONS, INITIATIVES, OPPORTUNITIES

From championing female investors through the WealthiHer Network, to supporting talented women back into the workplace with our Career Returners programme, we're making real progress in attracting, retaining and promoting women throughout our business.

WealthiHer Network

At Kleinwort Hambros, we're proud to be founding partners of the WealthiHer Network of change agents. Together, we're championing and supporting female investors, entrepreneurs and clients.

Career Returners programme

Launched in 2019, this successful programme identified a number of key roles to open up to career returners, and provided coaching to support them back into the workplace. It attracted over 80 applicants across six roles. We're now advertising all our open positions as available to career returners.

Gender diversity in recruitment

We now aim to have at least one female candidate for all roles – including all of our internal succession plans. This year, our Summer Internship Programme was equally split between female and male interns, and we've implemented diverse recruitment panels for all roles.

Flexible, inclusive working

We offer many flexible working opportunities and we're continually looking at how we can improve this provision even further. From maternity and paternity coaching to Back-up care plans, we're also working to make this an inclusive workplace for those with caring responsibilities.

Networking opportunities

We have regular meetings for our senior female staff to help develop strong networking and support structures for women leaders across the business.

Rigorous monitoring

Measurement is essential to ensure we keep making progress. So we're monitoring all of our gender diversity related initiatives as part of our Culture and Conduct framework.

FINDING MY BALANCE: HYDI YIP

Private Banker

“ I have always been eager to promote opportunities for women – particularly improving our representation within the private banking sector. ”



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Balancing my aim to promote opportunities for women with my day-to-day role as a private banker has presented challenges.

Fortunately, throughout my time at Kleinwort Hambros I have been supported and encouraged – contributing ideas and providing advice on the bank’s many initiatives related to improving opportunities and representation for women.

In 2017, I helped launch the Women in Business breakfast series. An initiative which started as an idea between colleagues has now become a flagship event in the Kleinwort Hambros calendar. The network now reaches a wide range of colleagues at varying levels of seniority, both male and female, and helps drive change within the business.

Through a shared goal and common understanding, we have made solid progress and I look forward to seeing the changes we can bring about in the years to come.

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FINDING MY BALANCE: KIRAN SINGH

Head of Legal

“ The diverse and eye-opening Step Up programme has provided me with an opportunity to develop my leadership and management skills – representing a firm investment from the business in my own personal development. ”



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In early 2019, my personal circumstances meant that I needed to be closer to my immediate family who live on the other side of the world. It was a difficult time, but my line manager was incredibly supportive and demonstrated clear leadership by assessing both my own emotional needs and those of the business. With their support, I was able to work from Melbourne in Australia for a period of time. These special arrangements required organisation but meant we could all stay connected and on top of things and provided routine and security at a challenging time for me.

For the last 18 months, I have had the exciting privilege of participating in the Step Up programme, an internal talent development scheme. Although time-consuming, management have recognised the competing demands I must now balance and, with the guidance of a professional coach throughout, the programme has given me the luxury to step back, think about my career and future direction, and how I could ‘step up’ to achieve my goals. I can’t wait to see where it takes me.

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THE FUTURE IS YOU. WHOEVER YOU ARE.

Our business is built on our belief in the power of people to come together, combine their talents and change our world for the better. So we don't just recognise our responsibility to act equitably, reward fairly and challenge ourselves openly. We embrace it. The future is you. And we will keep working to bring everyone with us.

We confirm that the data reported above is accurate.

John Maitland,
Group Chief Executive Officer,
Kleinwort Hambros

March 2020

