



# **BUILDING A FULLY INCLUSIVE FUTURE**

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**>> SG Kleinwort Hambros Bank Limited  
Gender Pay Gap Report 2023**

# WELCOME



## OUR GENDER PAY GAP REPORT 2023

>> As an organisation committed to sustainability, high performance and positive impact, we believe that empowering everyone to be themselves at work and achieve their full potential delivers a collective competitive edge. So, building a fully inclusive workforce is more than a priority or initiative; it's a fundamental driver of our strategy for the future.

That's why we're continuing to make changes and improvements to how we recruit, retain, develop and inspire women at every level and across every discipline. In this report, you'll find just some of the ways we're working to fully support our female talent and their future ambitions along with our 2023 gender pay gap figures. Inclusion requires transparency, after all.

### 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 2023 ACHIEVEMENTS



## >> WOMEN IN LEADERSHIP

**50%**

of our Board  
are women

**44%**

of our Executive  
Committee are women

**34%**

of our senior leaders  
are women



## WE MADE A MATERIAL INVESTMENT IN INCLUSION TRAINING

This includes inclusion training for all leaders, successful reverse mentoring programmes, women's leadership masterclasses, an intersectional culture series and a laser focus on gender in our promotion and compensation processes.



## WE BECAME A MEMBER OF THE DIVERSITY PROJECT

A cross-company initiative championing a truly diverse and inclusive UK investment and savings industry with the right talent to deliver for clients, reflect the societies we serve and ultimately build more sustainable businesses.



## WE CONTINUED TO PARTICIPATE IN THE WOMEN IN FINANCE CHARTER

As signatories of this HM Treasury initiative, we're committed to ambitious targets around increasing the number of women in senior management and leadership roles – and transparency on our progress against these targets.

# OUR 2023

## GENDER PAY GAP STATISTICS

### Gender Pay Gap

	Mean	Median
Hourly pay	15.7%	26.6%
Bonus	37.0%	31.5%

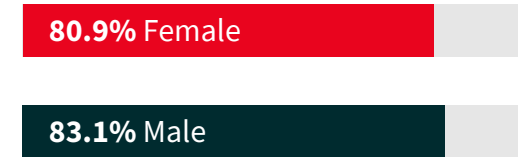
### Pay quartiles

	Female	Male
Top quartile	31%	69%
Upper-middle quartile	32%	68%
Lower-middle quartile	46%	54%
Lower quartile	54%	46%

### Employee population



### Proportion receiving bonus



## TAKEAWAYS

>> The marginal increase in the median pay gap this year is the result of proportionally more women recruited at the more junior levels in 2023, helping us to build a future talent pipeline.

>> We were pleased to see the bonus gap continuing to close this year, as a result of improved representation of women across all quartiles and the promotion of women into more senior roles.

>> It's pleasing to see that since 2017, when we began publishing our gender pay gap statistics, we have made positive progress. For instance, since 2017 our median hourly pay gap has reduced by nearly 10% and our median bonus pay gap has reduced by 30%.

# BUILDING **ONE TEAM** FOR EVERYONE

We believe a diverse workforce is key to our current and future success. Our focus on the gender pay gap is just one of the many elements of our diversity programme.

In 2024, we're committed to continue seeking more ways to support, empower and elevate women as equal partners in our bright shared future. Because the truth is, gender equity is an opportunity to unleash talent, realise potential and build a team that brings out the best in everyone.

I confirm that the data reported above is accurate.

Mouhammed Choukeir  
Group Chief Executive Officer, SG Kleinwort Hambros

April 2024