



**BRINGING  
BALANCE**

**GENDER PAY  
REPORT 2017**  
Kleinwort Hambros



**KLEINWORT  
HAMBROS**

SOCIETE GENERALE GROUP



Kleinwort Hambros, as part of Societe Generale Group, believes in being an inclusive and diverse organisation where anyone can reach their full potential. We're proud to be a strong supporter of it – it is a fundamental part of our business strategy and is woven into the fabric of how we run our business and interact with our community.

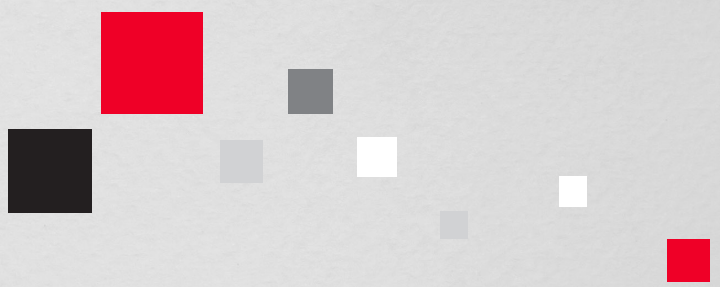
With this in mind, we welcome the new Gender Pay Gap legislation that was introduced by the UK Government in April 2017 which shines a spotlight on this important topic and, more specifically, on gender pay.



**CLEARER.  
FAIRER.  
BETTER.**

Accordingly, alongside the other SG UK legal entities, we will publish our statistics annually going forward. The statistics published here are based on pay data as at 5 April 2017 and bonus data for the 12 months up to this date and cover SG Kleinwort Hambros Bank Limited (Kleinwort Hambros).

For statistics relating to other SG UK qualifying legal entities, Societe Generale (London Branch), Societe Generale International Limited and ALD Automotive Limited, please refer to their respective websites.



# OUR GENDER PAY GAP STATISTICS

## PAY & BONUS GAP



MEAN 25.6%    MEDIAN 36.0%



MEAN 51.4%    MEDIAN 61.4%



MEAN 59.7%    MEDIAN 58.8%

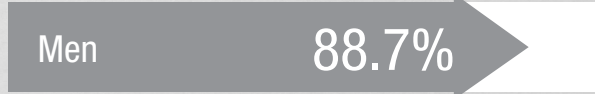
## PAY QUARTILES

	Men	Women
Top Quartile	74%	26%
Upper Middle Quartile	72%	28%
Lower Middle Quartile	63%	37%
Lower Quartile	39%	61%

**KLEINWORT HAMBROS**  
 These tables show our mean and median hourly pay gap as at 5 April 2017 and the bonus gap in the 12 months up to this date.

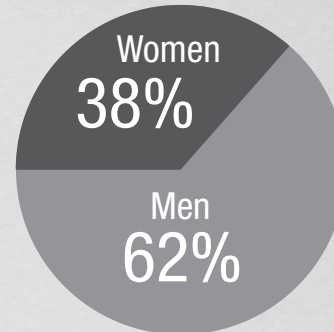
As per legislation, data includes UK employees only

## EMPLOYEES RECEIVING A BONUS



## EMPLOYEE POPULATION


As per legislation, sample includes UK employees only as at April 2017



\*Both sets of bonus statistics shown include both legacy SG Hambros and legacy Kleinwort Benson employees who were with SG Group in April 2017 as part of Kleinwort Hambros.

Due to pre-merger differences in bonus payment timings, Kleinwort Benson paid two annual bonus payments to eligible employees during the Gender Pay Gap reporting period (the 12 month period to 5 April 2017), whereas SG Hambros paid one. Post-merger, timings have been aligned.

To avoid confusion and enable us to track figures over time, we have excluded bonuses paid to Kleinwort Benson employees in April 2016 from the statistics on the government website (first set of bonus statistics shown above). To ensure transparency the Report also contains a version of the statistics with these additional bonuses included (second set of bonus statistics shown).



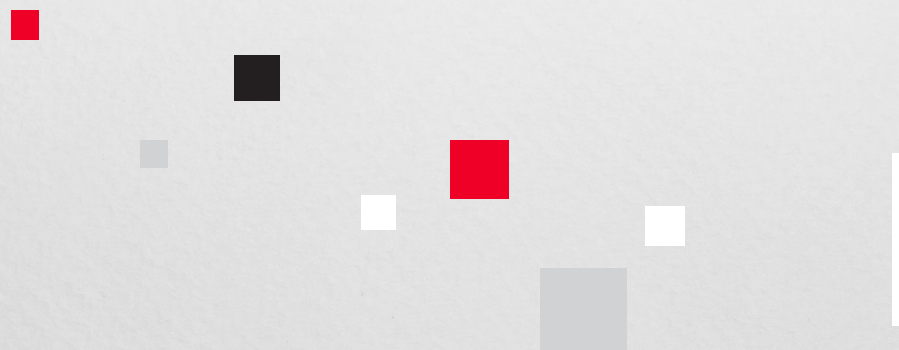
There is an important difference between the Gender Pay Gap statistics and equal pay. The legislation requires qualifying organisations to publish the gap between the average pay of all men and average pay of all women. Equal pay is different, and compares the pay of men and women doing the same jobs, similar jobs or work of equal value.

The Gender Pay Gap at Kleinwort Hambros is a result of our workforce having more men than women in senior roles. More senior roles receive higher salaries, as is the case in any organisation, which leads to this Gender Pay Gap – this is demonstrated by the quartile data. Kleinwort Hambros, and Societe Generale, have robust processes in place to monitor and review pay levels to ensure that employees are paid fairly.

## RECOGNISING THE GENDER PAY GAP

If we compare our Gender Pay Gap statistics with the UK financial services sector, according to the Office for National Statistics, the average hourly pay gap in the financial services industry in 2017 is 37.5%. This figure reflects the fact that the Gender Pay Gap is an industry-wide issue, where there are traditionally more men employed than women and also more men at a senior level.

Our bonus gap is driven by two key factors. Firstly, there are more men in senior roles and secondly over 70% of those who work part-time in Kleinwort Hambros are women. Accordingly, the bonus for a part-time worker generally reflects the reduced hours they work when compared to if those same individuals were to work full-time. Our statistics do show that the proportion of men and women receiving a bonus is broadly the same.



The Gender Pay Gap shows that we need to do more, at Kleinwort Hambros and in the financial services industry, to attract and retain more female talent.

We already have programmes in place to actively address gender and diversity in general. For example, we continue to offer training and networking opportunities and events. We also have clear policies in relation to flexible working, family leave, such as maternity, paternity, adoption and shared parental leave, as well as supporting working parents with free emergency childcare and eldercare sessions, which we believe will help to attract and retain talented employees.

We're also pleased to note the proportion of women at a senior level being promoted annually across SG in the UK continues to increase. However, we know there is more to do and we are planning more initiatives.

We are rolling out training to our staff to raise awareness and understanding of the impact of unconscious bias in the workplace to support inclusive behaviours and decision making in our everyday interactions across the organisation.



## ADDRESSING THE GENDER PAY GAP

We are also actively reviewing our recruitment processes to ensure that shortlists are diverse and balanced. We're taking this a step further in the graduate market where we are now starting to look for graduates in degree subjects which differ to more traditional, often male dominated, areas where we have typically looked for candidates. By recruiting in this way we expect to have a stronger female applicant rate. SG in the UK is also launching a new initiative later this year, where we will invite female final year students from some UK universities to attend an open day with us to help them understand our business. Again the objective here is to demonstrate the attractiveness of our industry and our Group.

Finally, SG in the UK has committed to signing up to the UK Women in Finance Charter by the end of 2018. This Charter is a commitment by HM Treasury and signatory firms to work together to build a more balanced and fair financial services industry. As part of this, we will pledge to have the Societe Generale UK Executive Committee responsible and accountable for gender diversity and inclusion, set internal targets for gender diversity in our senior management, publish progress annually against these targets on our website and ensure a component of the pay of the Societe Generale UK Executive Committee is linked to delivery against these targets.





SOCIETE GENERALE GROUP

## TO A FAIRER FUTURE

We recognise our Gender Pay Gap means we have work to do, at Kleinwort Hambros, and generally across the industry. We also recognise that this will take time and commitment to resolve. With these initiatives, and in partnership with our employees, we will continue to do all we can to improve diversity and strive to reduce our Gender Pay Gap.

We confirm that the data reported above is accurate.

**Sadia Ricke**, UK Chief Country Officer, Societe Generale

**Eric Barnett**, CEO, Kleinwort Hambros

March 2018