



# STEPPING **FORWARD** INTO FAIRER

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**>> SG Kleinwort Hambros Bank Limited  
Gender Pay Gap report 2022**

# WELCOME

## OUR 2022 GENDER PAY GAP REPORT

>> Our report represents an opportunity to reflect on how far we've come on our gender equity journey. A journey upon which sustainable progress is made not through one or two simple actions but through many different steps that together move us forward into a fairer, more inclusive future.

By crystallising this critical issue into a transparent set of metrics, gender pay gap statistics provide a powerful tool for accountability. But they are signposts, not solutions. For that, we must look to ourselves. More than that, we must challenge ourselves. To continue to innovate, adapt, disrupt, and empower with a relentless focus on addressing inequalities wherever they're found.

SG Kleinwort Hambros is committed to and confident in creating a truly inclusive company powered by the full potential of every member of our diverse team.

### 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 LATEST STEPS FORWARD

## >> 2022 achievements

We're making a significant and sustained investment by providing women at SG Kleinwort Hambros – and those yet to join us – the opportunities, development, support, and recognition they deserve for their irreplaceable contribution to our success.

From championing female investors through our membership of the WealthiHer Network to supporting talented women into the workplace through our Gender Equality Forum, we're making real and measurable progress on narrowing our Gender Pay Gap.

### >> WOMEN IN LEADERSHIP

**50%**

of our Board are women

**44%**

of our Executive Committee are women

**34%**

of our senior leaders are women

*(On track to achieve our target of gender parity at VP and above by 2025)*

### >> REBALANCING OUR INDUSTRY

Our Gender Equality Forum and DEI Champions welcome all employees to events in London, Channel Islands, and Gibraltar that explore a range of workplace equality issues.

Our Gender Network focuses on gender diversity, representation of women in senior positions, and working towards our Women in Finance Charter pledges.

### >> EQUALITY AND INCLUSIVITY

We have a clear Diversity, Equity and Inclusion (DEI) roadmap for 2023. All DEI activity is reported and discussed at our Culture and Conduct Committee, our Responsible Bank Committee, and our HR Executive Committee.

### >> LOOKING FORWARD INTO 2023

We're integrating DEI behavioural objectives into performance management and professional development.

All employees will have completed an interactive inclusion workshop.

We will continue to invest in a strong pipeline of junior talent with a focus on career management, mentoring and progression in the organisation. The training provides encouragement of open dialogue and communication, providing awareness and a safe space to discuss challenges that women may face in life events.

# OUR 2022

# GENDER PAY GAP STATISTICS

## Gender Pay Gap

	Mean	Median
Hourly pay	16.0%	25.3%
Bonus	40.2%	36.5%

## Pay quartiles

	Female	Male
Top quartile	31%	69%
Upper-middle quartile	37%	63%
Lower-middle quartile	43%	57%
Lower quartile	53%	47%

## Employee population



## Proportion receiving bonus



The pay gap figures are correct as of 5 April 2022. The bonus gap figures relate to the 12 months leading up to this date.





# TRENDS AND TAKEOUTS

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>> **THE NUMBER OF WOMEN PROMOTED HAS DECREASED THE FIXED PAY AND BONUS GAP**

This has also resulted in a higher proportion of women in the upper quartile.

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>> **THE PERCENTAGE OF BOTH WOMEN AND MEN RECEIVING BONUSES DECREASED**

There was an increase in employees who were ineligible for a bonus as they only joined shortly before bonuses were paid or were under notice when bonuses were paid.

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# PROGRESS MADE.

# MANY STEPS STILL AHEAD.

## >> OUR JOURNEY CONTINUES

Our 2022 Gender Pay Gap report demonstrates the real progress we've made, the distance we have yet to travel, and our determination to support equity. We will continue to step up as a company and move forward as an industry.

Twelve months from now, we look forward to sharing with you all the ways we're taking gender equity further, for the benefit of all.

Inclusivity requires change. Change requires action. Action is what we will continue to take to empower women at SG Kleinwort Hambros.

I confirm that the data reported above is accurate.

Mouhammed Choukeir,  
Group Chief Executive Officer,  
SG Kleinwort Hambros

April 2023