

GENDER PAY GAP REPORT 2020



BNP PARIBAS
PERSONAL FINANCE



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Our ambition is to create a great place to work and we are proud of the diverse and inclusive working environment that we have. Gender diversity is simply part of our culture. It is an important aspect of our commitment, particularly at senior levels within our organisation, and I am personally proud to take a leading role in driving this change, not just for our business but also within the industry.

Closing the gender pay gap across the financial services industry means we need to have more women in our senior roles.

BNP Paribas Personal Finance is no exception to this and our ambitions are supported by our commitment to the Women in Finance Charter, where I personally set ourselves an ambitious target of 50% of women in senior positions by the end of September 2022.

Whilst we are making positive progress towards this, there is still more that we can do to accelerate this. I am particularly pleased to see that the number of females in both the Upper and Upper Median quartiles continues to increase to 52% and 55% respectively, representing a significant move of 4% and 18% since we started reporting our data two years ago.

Our dedicated Women in Business Committee aims to support our commitment further by supporting:

- Increased gender diversity and equality
- Helping women and men in their personal and professional development
- Developing a dynamic network within the business across all levels and all business areas to enable members to benefit from additional career and development opportunities and take ownership of their career path

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A handwritten signature in black ink, appearing to read 'S. Hunt', written in a cursive style.

Stephen Hunt CEO BNP Paribas Personal Finance

UNDERSTANDING THE GENDER PAY GAP?

Is the gender pay gap the same as equal pay?

No. They are two separate matters, as explained below.

What is the gender pay gap?

The gender pay gap concerns the hourly pay of all men who work in a company compared to the hourly pay of all women who work in the same company. It does not account for different types of jobs or levels of seniority.

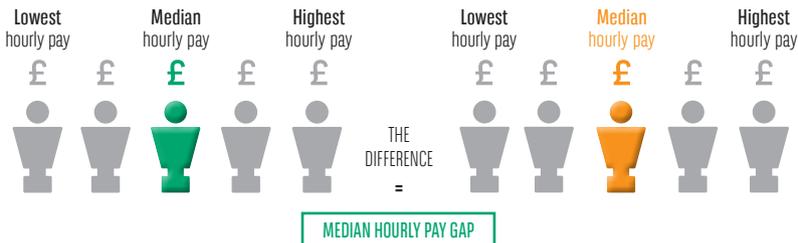
What is equal pay?

Equal pay is when a man and a woman are paid the same for doing the same or similar work. We take our moral and legal responsibilities on equal pay seriously, and conduct reviews regularly to ensure salary and bonus decisions are fair and gender neutral.

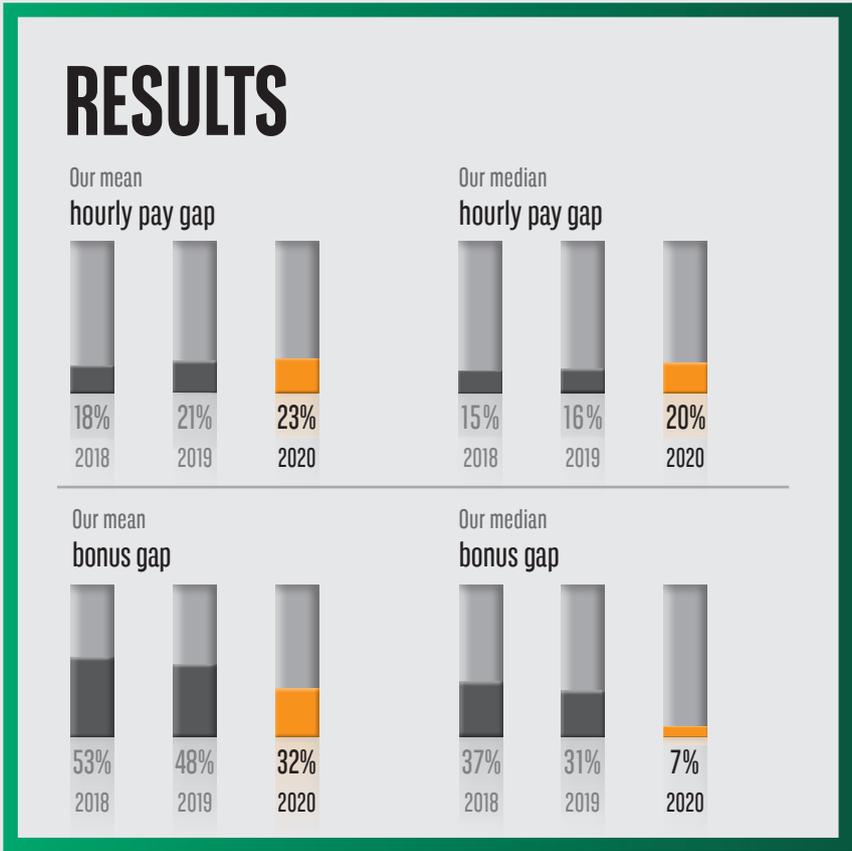
HOW WE CALCULATE THE MEAN DIFFERENCE



HOW WE CALCULATE THE MEDIAN DIFFERENCE



**GENDER
PAY GAP**



**GENDER
BONUS GAP**

Gender pay gap

The main reason for the gender pay gap at BNP Paribas Personal Finance and across the financial services industry is that there are more men than women in senior positions and also niche roles that attract a higher market pay rate. There are also specific IT roles that include an on call allowance and men currently occupy all these roles.

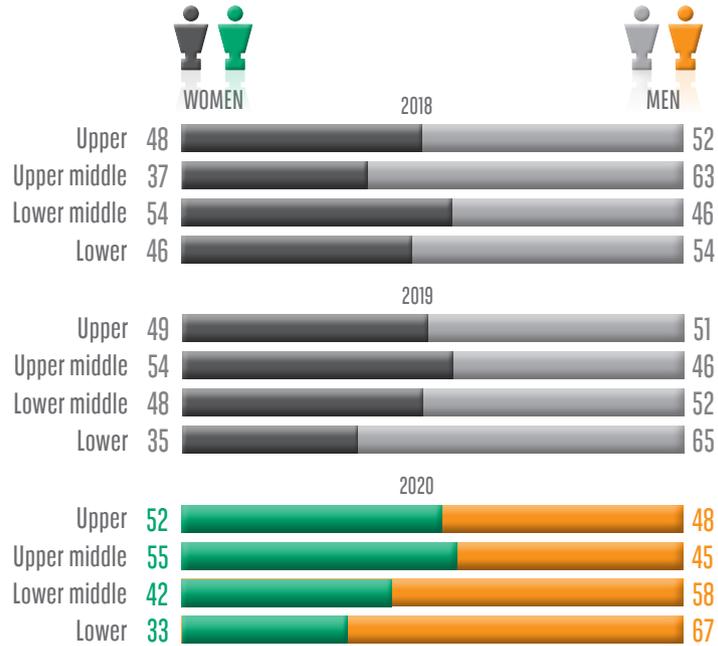
Gender bonus gap

Due to the financial performance of the business in 2019, lower discretionary bonuses were paid in respect of the 2019 financial year.

Overall, we have a significantly higher mean bonus gap than the hourly pay gap. This is because bonus payments increase with seniority and men occupy the most senior roles within the company. In addition, 100 (82%) of our part-time employees are women and the calculation for the bonus gap does not account for these bonuses being prorated for part time workers.

As part of the Women in Finance Charter we have taken, and will continue to take, positive steps to reduce this gap.

RESULTS



PROPORTION OF EACH GENDER RECEIVING A BONUS



Population by quartile

Pay quartiles are calculated by ranking the hourly pay of all staff, then splitting the range into four equal quartiles and calculating the proportion of men and women in each quartile.

DECLARATION

I confirm the information and data reported is accurate as of the snapshot date 5 April 2020.

Stephen Hunt CEO BNP Paribas Personal Finance

WHAT WE ARE DOING TO ADDRESS THE GENDER PAY GAP

Achieving gender balance within BNP Paribas Personal Finance is a critical business issue. We have embedded our gender strategy that focuses on recruitment, career development and culture. Colleagues at all levels have the opportunity to contribute and shape future change. This, together with a number of other initiatives, is helping drive cultural change to support and enhance our gender balance.

Recruitment



- Revised **job adverts with non-gender bias** and clear benefits such as flexibility being promoted
- Shortlist of balanced males and females for senior management roles
- Hiring managers training updated to include **non-bias training**
- Highlighting that we are a signatory of the Women In Finance Charter and that **we promote gender balance in senior management roles**

Career



- Supporting women with **additional bespoke training** to support development plans and career planning
- **Mentoring and coaching offered** both internally and from our wider group businesses to support career aspirations and development
- **RISE development - a tailored programme** for women to support career development, retention and networking within our wider group businesses

Culture



- Supportive structures in place for colleagues to ensure work-life balance with family responsibilities including our flexible working policy and home working model, shared parental leave and enhanced maternity benefits
- Annual awards that **recognise our female role models**
- Ensuring senior leadership development programmes have **females included** for 2021 cohorts we have:
 - Leadership Training with 30% women
 - Future leaders talent programmes with 34% women
- **Women in Business Network**, enables women and men in our business to benefit from additional career and development opportunities and take ownership of their career path, supported by our Committee
- Engagement with wider group businesses and committees; **PF au Feminin, MixCity**, to support gender diversity sharing best practices and putting in place new ways of working



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