

**Gender Pay Gap report 2020** 

Societe Generale London Branch and Societe Generale International Limited

### WELCOME

A year widely described as unprecedented has challenged many of the old certainties of professional life – and shined an even brighter light on the issue of gender equity.

From disruption comes change. Our team has been working hard to support clients as they adapt to the challenges of COVID-19 – while we as a responsible employer have been focused on looking after our people and their families. But we've never lost sight of our ongoing commitment to foster equity, parity and opportunity for all.

This year's figures are both a source of pride in the progress that we've made, but also a valuable reminder that there is plenty yet to be achieved.







#### Our legal entities

The statistics shown here cover Societe Generale London Branch (SGLB) and Societe Generale International Limited (SGIL). For statistics relating to our other UK legal entities, SG Kleinwort Hambros Bank Limited (Kleinwort Hambros) and ALD Automotive Limited (ALD), please refer to their respective websites.



## OUR 2020 GENDER PAY GAP

#### **SGLB**

**Gender Pay Gap** 

#### **SGIL**

**Gender Pay Gap** 

	Mean	Median
Hourly pay	29.7%	24.7%
Bonus	58.2%	63.2%

	Female	Male
Top quartile	16%	84%
Upper-middle quartile	29%	71%
Lower-middle quartile	38%	62%
Lower quartile	46%	54%

Pay quartiles

# Mean Median Hourly pay 21.8% 20.2% Bonus 37.5% 23.4%



#### **Employee population**



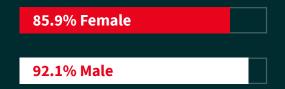
#### **Proportion receiving bonus**



#### **Employee population**



#### **Proportion receiving bonus**



We are fully committed to closing our Gender Pay Gap and we have a number of initiatives in place to help achieve this. To learn more about them please visit our <u>Women in Finance Charter commitments</u> on our website.



## MOVING FOWARDS INTO AN INCLUSIVE FUTURE.

Societe Generale is committed to playing a vital role in helping the UK move forward and thrive. And we believe the strongest foundation for that bright future will be a truly inclusive workforce comprising the richest talent available in every role and at every level.

#### People first. Client driven.

This is the essence of what we stand for as a bank.

#### **Equity. Parity. Opportunity.**

These will continue to be at the heart of who we are as a team.

#### We confirm that the data reported above is accurate.

Christophe Lattuada, Chief Executive Officer, SG London Branch and Chief Country Officer, UK

Philippe Robeyns, Chief Executive Officer, SG International Limited

April 2021

