

TRANSPARENCY TODAY. TRANSFORMING TOMORROW.

Gender Pay Gap report 2018

Societe Generale London Branch and
Societe Generale International Limited

**THE FUTURE
IS YOU**  **SOCIETE
GENERALE**



TO BE A SUSTAINABLE AND SUCCESSFUL BUSINESS, WE NEED A DIVERSE AND INCLUSIVE WORKFORCE THAT REFLECTS THE WORLD AROUND US AND HARNESSSES THE TALENT WITHIN US.

This fundamental belief is codified in our core values as a Group – Team Spirit, Responsibility, Commitment, Innovation – which together promote a culture of inclusivity that's open to challenge and change.

So, we welcome transparency around our Gender Pay Gap. It acknowledges the ongoing challenge in the financial services sector to attract and retain female talent, particularly at senior levels.

The core question is this: what does this imbalance look like today?

The bigger question is this: what are we doing to resolve it in the future?

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.

EQUAL PAY VS GENDER PAY GAP

Equal Pay is the legal right for women and men doing the same or similar roles to be paid equally. The Gender Pay Gap is the difference between the average pay of women and men across all roles.

Typically, this is created by the general predominance of more men in senior roles and, for bonus statistics, also having more women in part-time roles.

As part of our compensation strategy, we have robust processes in place to monitor and review pay across the UK platform, including structured analytical exercises conducted by HR and shared with senior management.

OUR 2018 GENDER PAY GAP

The hourly pay gap figures are correct as of 5 April 2018. The bonus gap figures relate to the 12 months leading up to this date.

SGLB

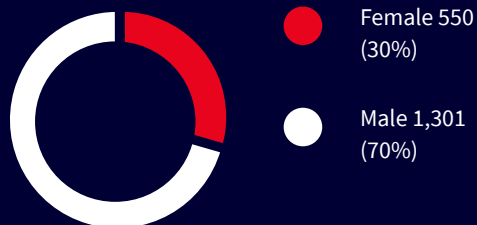
Gender Pay Gap

	Mean	Median
Hourly pay	31.7%	32.5%
Bonus	64.7%	70.1%

Pay quartiles

	Female	Male
Top quartile	11%	89%
Upper-middle quartile	29%	71%
Lower-middle quartile	33%	67%
Lower quartile	46%	54%

Employee population



Proportion receiving bonus



SGIL

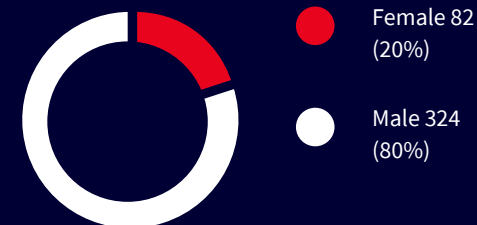
Gender Pay Gap

	Mean	Median
Hourly pay	24.9%	14.5%
Bonus	63.9%	52.2%

Pay quartiles

	Female	Male
Top quartile	10%	90%
Upper-middle quartile	20%	80%
Lower-middle quartile	24%	76%
Lower quartile	27%	73%

Employee population



Proportion receiving bonus



TAKING A CLOSER LOOK

During the period of reporting, we moved a number of employees from our SGLB legal entity across to our SGIL legal entity for regulatory reasons. This has accordingly had an impact on our statistics.

Looking first within SGLB, our hourly pay statistics have seen a slight improvement, which is driven by an increase in the number of women in the upper-middle quartile pay band.

The bonus statistics for SGLB have been impacted by the movement of employees between SGLB and SGIL which results in a different sample from 2018 to 2017; on a like-for-like basis the year-on-year variation on the SGLB bonus gap is fairly flat. Importantly, the proportion of women and men receiving bonuses remains consistent.

Within SGIL, our hourly pay statistics have improved. This is driven both by an increase in women in the top quartile and as a result of the staff transfers from SGLB to SGIL. SGIL bonus statistics have also improved, which can be partly attributed to this transfer of employees.



SIGNING UP FOR CHANGE: WOMEN IN FINANCE CHARTER

When we reported our Gender Pay Gap last March, we promised to sign the UK Government's Women in Finance Charter. We're proud to have done just that in October 2018; a natural step towards achieving our goal of a more gender-balanced workforce that demonstrates a clear management commitment to reducing our Gender Pay Gap over time.

This is just the start of our investment in the Charter. It will continue to develop and grow to ensure we provide both the opportunities and support for women to realise their full potential for the benefit of all. In fact, we're already doing it through a range of initiatives designed to address the gender imbalance.

Four pledges for a fairer industry

We're committed to meeting the Charter's four pledges; key milestones on our journey into a fairer future.

01

To have a senior executive take responsibility and accountability for gender diversity and inclusion.



COMPLETE

Our main sponsors are Sadia Ricke, UK Chief Country Officer, and Christophe Lattuada, Global Head of Prime Services and CEO of SGIL.

02

To set internal targets for gender diversity across senior management.



COMPLETE

Our target is to increase the number of women in senior roles to a minimum of 25% by 2022.

03

To publish our progress annually against these targets in reports on our website which will directly link to the HM Treasury website.



ON TRACK

Having signed in October 2018, we will publish our targets by September 2019.

04

To link the senior executive team's reward with delivery against our gender diversity targets.



COMPLETE

Our UK Executive Committee members have a diversity and inclusion objective linked to how their area of responsibility contributes to the overall UK result.

STEPPING UP FOR CHANGE: OPPORTUNITIES, FLEXIBILITY, SUPPORT

We're actively working to be a true employer of choice for women – wherever they are in their career – by providing comprehensive opportunities, flexibility and support.

We've enhanced our existing **maternity and adoption leave pay** in 2018 and now also offer a **maternity coaching programme** to support women pre, during and post their leave. We have similarly enhanced our **shared parental leave** policy to allow working partners to take more leave at full pay. Our **free emergency childcare benefit**, which is available to all permanent employees, provides that extra support in those moments when it is really needed.

Our female representation on **mid-career talent programmes** has increased to 55% – an improvement of 15% since 2017 – and we've had a 33% increase in **female senior programme sponsorship**.

Going forward, we will continue to prioritise a balanced **diverse talent pipeline** for future programmes, while also supporting those completing the programmes with their **ongoing development and career plans**.

To support our managers in making the right decisions when promoting or recruiting, we've run an **unconscious bias awareness** session. And we now offer **leadership conduct training**, which focuses on training managers in inclusive leadership and decision making, incorporating unconscious bias.

We're currently also working to refocus our **early career recruitment strategy**, supported by our **Apprenticeship Levy**, which includes building on prior initiatives to recruit graduates in degree subjects which differ from more traditional, often male-dominated areas. The Levy is a key enabler in helping us build a development offer to support our efforts in **recruiting young talent from a more diverse pool**.

We also partner with our **employee-led Networks – Pride & Allies, Gender and Family** – each of which runs an active programme of **events, workshops, training sessions and talks** throughout the year in support of our Diversity and Inclusion agenda. As an example, our Gender Network sponsored a number of events last year which focussed on **inviting female university students to attend open days** at our UK head office and take part in **interactive sessions with a selection of senior leaders** from across the bank, with the aim being to attract them to a career in financial services. In fact, we are delighted that several currently are being considered for permanent roles with the bank.



Reducing our Gender Pay Gap will be achieved through a wide range of initiatives (see page 6). Here we focus on one element: family leave and flexible working.

REAL PEOPLE, REAL CHANGE: SHARED PARENTAL LEAVE



“I realised it was a great opportunity for me and my family.”

Louis Montfort Business Manager

“I heard about the Shared Parental Leave from colleagues just as my third child was due. At first, I wasn’t sure if it was for me, and I was worried it could have an impact on my work and potentially on my career.

“After discussing with other people across my department and reviewing the details with our HR team, I realised it was a great opportunity for me and my family. Shared Parental Leave allowed me to take time out in the first few months of my daughter’s life and has allowed me to support my wife going back to work without the stress of dealing with nursery, short nights and the usual baby logistics.

“I was apprehensive at the thought of asking my line manager. He didn’t initially know a lot about it, but he’s been very supportive and has on many occasions reiterated that family comes first and that it is a great opportunity we have here in the UK. This has been echoed by senior management across the bank.

“I’ll continue to promote this great opportunity offered by Societe Generale to colleagues. It’s comforting to know I work somewhere that shares my values, as I believe it’s a great way to reduce the differences between the career prospects of men and women. It’s also a great example of work-life balance.”

REAL PEOPLE, REAL CHANGE: FLEXIBLE WORKING



Kim Thielemans

Operations Manager

“On sharing the news with my manager that I was pregnant, he was extremely supportive of me. This continued throughout my pregnancy and we discussed whether I wanted to reduce my working hours in the office towards the end of my pregnancy – it was about prioritising my health and wellbeing, which I really appreciated.”

“On my return to work, I submitted a flexible working request that – with the support of HR and my senior management – was granted. This has allowed me to have two fixed days per week working from home. In practice, this set up is working extremely well as Societe Generale has given me all the tools and support for this to be a success.”

“I highly value this flexibility, which has made a real difference to my work life balance, allowing precious time with my family.”

“It was about prioritising my health and wellbeing, which I really appreciated.”

GOING FURTHER. DOING MORE. BEING BETTER.

The Gender Pay Gap statistics are clear: the financial services industry needs to do more, go further and be better. And it's the responsibility of every business within it to make change happen.

We are determined to create a fairer gender balance and a fully inclusive, diverse organisation that people want to be part of regardless of background. Reinforcing our reputation as a good UK corporate citizen through the actions we take on this critical issue.

It's a journey we've already started across our business – and that we're committed to finishing together.

We confirm that the data reported above is accurate.

Sadia Ricke,
UK Chief Country Officer,
Societe Generale

Christophe Lattuada,
Chief Executive Officer,
SG International

March 2019

