



**EQUITY.
PARITY.
OPPORTUNITY.**

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

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

Pay quartiles

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

Employee population



Proportion receiving bonus



SGIL

Gender Pay Gap

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

Pay quartiles

	Female	Male
Top quartile	11%	89%
Upper-middle quartile	17%	83%
Lower-middle quartile	16%	84%
Lower quartile	34%	66%

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 [Women in Finance Charter commitments](#) on our website.

The pay gap figures are correct as of 5 April 2020. The bonus gap figures relate to the 12 months leading up to this date.



KEY TAKEAWAYS

An improving picture

Our 2020 figures for SGLB reveal an improvement in both the pay gap and representation of women at the senior level, building on the welcome progress seen in our 2019 report.

Closing the pay gap

Headline figures include a year-on-year reduction in SGLB's mean pay gap from 32.6% to 29.7% and in the median pay gap from 30.4% to 24.7%. Encouragingly, this has been driven by increasing representation of women at the highest level.

Bridging the bonus gap

We see similar improvements in bonus pay, where mean and median gaps have closed in both SGLB and SGIL by up to 4.3% – again, a product of having more women secure senior roles that tend to receive higher bonuses.

Acknowledging the future factor

While SGIL's mean pay gap shrunk from 23.6% to 21.8%, the median pay gap rose by 8.9%. This is explained by a sharp 7% increase in women in junior roles, reflecting the steps we've taken to create a more equitable future talent pipeline.

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

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