

We encourage our people to bring their authentic selves to work every day

Gender pay report 2022

SMBC BI Paris branch



Diversity and inclusion

Hello,

As chair of our EMEA diversity and inclusion (D&I) steering committee, I am privileged to work with many of my colleagues on numerous D&I initiatives.

In my capacity, I have responsibility for signing the SMBC BI Paris branch gender pay gap report for the fiscal year 2021-2022. At SMBC Group, we understand the correlation between D&I and positive outcomes in risk management, good conduct and healthy working cultures. Our EMEA culture statement sets out the expectations for our employees at all levels of the organisation.

This year, our Paris branch gender pay score is 82 points. This is an increase on last year and we must continue our effort to reach at least 85 points.

In this report, you can learn about some of the strategies we have put in place to reduce these gaps and you can also learn about key diversity and inclusion initiatives that will further support gender diversity at SMBC. This report focuses on a comparison of female and male pay (as required by French legislation), but we recognise that many gender identities and expressions exist and we respect all areas of diversity and intersectionality.



Ian Jameson

Chair, EMEA Diversity & Inclusion Steering Committee
General Counsel and Chief Legal Officer, EMEA

Signature actions

An inclusive culture where everyone can thrive

Our ambition is to create an environment in which everyone can be their authentic self at work. This year saw our offices reopen after the pandemic and we are proud to have co-created a hybrid working policy with our employees.

This year we have

- Focused consistently on gender diversity in recruitment and promotion and achieved a positive uplift in female representation at senior levels across EMEA.
- We have increased the accountability for inclusion by senior management by introducing a D&I metric into their performance evaluation. This will account for approximately 10% of variable remuneration and serves to increase their ownership of our company-wide diversity targets.
- We have listened to our female talent pipeline who asked for greater access to senior female role models. As a result, we launched a series of career networking events called 'InspiHer!'. These events provide junior female employees the opportunity to connect with senior female colleagues across the bank, gaining insights and guidance on how to navigate their careers, take ownership for their own development and progress into senior roles.
- At entry level, our Early Careers programmes have a strong emphasis on gender diversity. This year we extended our EMEA wide 'Kaika' programme to include individuals from our Paris branch. This corporate and investment banking (CIB) development initiative focuses on fostering high performing individuals at the beginning of their career. We also proudly launched the Proximité initiative in Paris. This initiative is a student outreach programme that focuses on encouraging better diversity in financial services.
- Our SMBC employee-led networks, operating under the umbrella of DRIVE – which stands for diversity, respect, inclusion, value and equity – continue to raise awareness and inspire inclusive behaviours. During our second annual EMEA Inclusion Week conference in September, our DRIVE networks helped promote active allyship and advocacy by hosting events across the EMEA region, in which more than 800 colleagues participated.
- Our people continue to show incredible resilience during these difficult times, and we are committed to creating an inclusive environment in which everybody can thrive. To support colleagues, we have delivered virtual mindfulness training, open discussion sessions and regular pulse surveys, as well as training for line managers and employees on managing mental health.

Driving advocacy

Our DRIVE networks

SMBC Group's employee-led networks, operating under the umbrella of DRIVE, which stands for diversity, respect, inclusion, value and equity, continue to raise awareness and inspire inclusive behaviours. This is a great opportunity to focus on intersectionality where individuals are celebrated for every part of who they are.



Statutory gender pay gap disclosure

Equality index between women and men

Paris branch FY2022

	Indicator calculable 1 = yes 0 = no	Indicator value	SMBC BI score	Indicator maximum score
Gender pay gap (in %)	1	9.7	27	40
Gender salary increase gap	1	2.3	35	35
Percentage of employees who receive a salary raise after their return from maternity leave (%)	1	100	15	15
Proportion of female employees in the top ten highest paid employees	1	2	5	10
Index (on 100 points)			82	100

Equality index between women and men

SMBC BI Paris branch has established a three-year remediation plan in agreement with the Works Council to improve our annual indicators.

This year, the pool of colleagues has been widened to include both SMBC BI Paris branch and SMBC EU Paris branch in the gender pay gap reporting.

We have regrouped our corporate titles due to internal restructuring and hiring more junior roles. The new groupings better reflect the salary ranges we operate in.

We will continue to focus on the progression of females through internal mobility opportunities, recruitment, promotion and regular reviews of remuneration.

